ACADEMIC FREEDOM FUND Academic Staff Association Donors

Pledged to Date $1,231,110

Acadia University (AUFA) $23,400
Alberta College of Art & Design (ACAOFA) $1,000
Algoma University (AUFA) $2,000
Association of Nova Scotia University Teachers $1,000
Athabasca University (AUFA) $10,000
Atlantic School of Theology (ASTFA) $700
Augustana University College (AUCFA) $3,000
Bishop's University (APBU) $8,500
Brandon University (BUFA) $10,000
Brescia University College (BFA) $500
Brock University (BUFA) $10,000
Canadian Military Colleges (CMCFA) $12,000
Cape Breton University (CBUFA) $11,000
Capilano University (CFA) $1,000
Carleton University (CUASA) $5,000
Concordia University (CUFA) $20,000
Dalhousie University (DFA) $35,000
Federation of Post-Secondary Educators of B.C. $15,000
Huron University College (HUCFA) $1,000
King's University College (KUCFA) $4,000
Laurentian University (LUFA) $10,000
Manitoba Organization of Faculty Associations $1,000
McGill University (MAUT) $20,000
McMaster University (MUALA) $500
McMaster University (MUFA) $25,000
Memorial University of Newfoundland (MUNFA) $39,290
Mount Allison University (MAFA) $18,000
Mount Royal University (MRFA) $6,000
Mount Saint Vincent University (MSVUFA) $14,720
Nipissing University (NUFA) $3,000
Northern Ontario School of Medicine (NOSMFA) $1,000
NSCAD University (FUNSCAD) $1,500
Ontario College of Art & Design (OCADFA) $1,000
Queen's University (QUFA) $30,000
Royal Roads University (RRUFA) $4,000
Ryerson University (RFA) $20,000
Saint Mary's University (SMUFU) $25,600
Saint Paul University (PASPU) $2,000
Simon Fraser University (SFUFA) $11,000
St. Francis Xavier University (StFXAUT) $25,000
St. Jerome's University (SJU-ASA) $1,500
St. Mary's University College (STMUFA) $1,690
St. Thomas More College (STMFU) $3,000
St. Thomas University (FAUST) $5,000
Thompson Rivers University (TRUFA) $9,000
Trent University (TUFA) $32,000
Université de Hearst (APUH) $500
Université de Moncton (ABPPUM) $16,000
Université de Moncton (ABPPUMCE) $2,750
Université de Moncton (ABPPUMCS) $1,000
Université de Saint Boniface (APCUSB) $5,500
Université Sainte-Anne (APPBUSA) $2,000
University of Alberta (AASUA) $32,000
University of British Columbia (UBCFA) $25,000
University of Calgary (TUCFA) $122,575
University of Guelph (UGFA) $25,725
University of Lethbridge (ULFA) $3,660
University of Manitoba (UMFA) $85,000
University of New Brunswick (AUNBT) $60,000
University of Northern British Columbia (UNBCFA) $4,500
University of Ontario Institute of Technology (UOITFA) $500
University of Prince Edward Island (UPEIFA) $6,000
University of Regina (URFA) $14,500
University of Saskatchewan (USFA) $24,000
University of Toronto (CUPE 3902) $2,000
University of Toronto (UTFA) $150,000
University of Victoria (UVicFA) $32,000
University of Waterloo (FAUW) $28,000
University of Western Ontario (UWOFA) $45,000
University of Winnipeg (UWFA) $8,000
Wilfrid Laurier University (WLUFA) $25,000
York University (YUFA) $25,000

CAUT ACPPU
BULLETIN
Vol 59 No 9 // November 2012 novembre // Canada's Voice for Academics // La voix des universitaires du Canada

President's Column
Too little learned since Montreal massacre
page A3

Étudiante de Toronto lauréate de la bourse J.H. Stewart Reid
page A4

Mining company fails to silence critic
page A6

Take a hike: The cost of learning
page A7

Déclaration de l'ACPPU à l'occasion du 6 décembre
page A8

Careers/Carrières
page B1

CAUTBulletin.ca
TravailAcademique.ca
Canadian Association of University Teachers' Association canadienne des professeures et professeurs d'université

IT STARTS WITH YOU. IT STAYS WITH HIM.
For a future that has no violence against women and girls.

Powered by White Ribbon Campaign
itstartswithyou.ca

DOMINION LENDING CENTRES
METRO CITY MORTGAGES
Discount Rates Page A7

Save Library & Archives Canada
savelac.ca

The End of the Museum of Civilization

THE federal government is transforming the Canadian Museum of Civilization into the Canadian Museum of History, a move that's leading critics to speculate political spin not historical life will be prominently on display when the doors open on the new institution.

Heritage Minister James Moore announced last month that $25 million will be reallocated from the current Heritage Canada budget for the new museum that will feature a gallery honouring "Canadian heroes, achievements and milestones" – a departure from the richly textured panorama of Canadian historical experience best exemplified in the current museum's Canada Hall.

CAUT executive director James Turk says the Conservative government's recent focus on military history, its misleading depiction of the War of 1812, and the publication of a controversial new immigrant study guide all point to efforts to "rewrite history to fit the government's ideological agenda."

The government's plan has been criticized as a "big mistake" by Turk, who said it "needlessly eliminates Canada's largest and most popular museum."

According to Turk, the government could have housed a new history museum in any number of locations in the National Capital

See MUSEUM OF CIVILIZATION Page A5 ➔

– PHOTO: CANDICE ESNER/FLICKR –

Moves to convert the Museum of Civilization to Museum of History slated.

La fin du Musée canadien des civilisations

LE gouvernement fédéral transformera le Musée canadien des civilisations en Musée canadien de l'histoire, une décision qui, soupçonnent les critiques et sera-t-on à même de constater quand le nouveau musée ouvrira ses portes, relève plus de manigances politiques que de la volonté de mettre en valeur l'histoire du pays.

Le ministre du Patrimoine canadien James Moore a annoncé le mois dernier que son gouvernement réaffecterait 25 millions de dollars du budget actuel de son ministère au nouveau musée, qui comprendra une salle en hommage « aux héros, aux réalisations et aux jalons de l'histoire du Canada », un changement radical par rapport au vaste et riche panorama de l'expérience historique canadienne actuellement présenté dans la salle du Canada du Musée des civilisations.

Selon le directeur général de l'ACPPU, James Turk, l'importance qu'accorde depuis peu le gouvernement conservateur à l'histoire militaire, sa présentation trompeuse de la Guerre de 1812, et la publication d'un nouveau guide d'étude sur la citoyenneté controversé se conjuguent pour donner à penser que le gouvernement se livre à « une relecture de l'histoire en fonction de son programme idéologique ».

M. Turk a qualifié le projet du gouvernement de « grave erreur » qui, a-t-il ajouté, « élimine inutilement le plus grand et populaire musée du Canada ».

D'après M. Turk, le gouvernement avait plusieurs lieux à sa disposition dans la région de la capitale nationale où établir le nouveau musée. Il n'avait pas à remodeler le Musée canadien des civilisations et à le départir de son mandat d'accroître, dans l'ensemble du Canada et à l'étranger, la compréhension critique de même que la connaissance et le degré d'appréciation à l'égard des réalisations culturelles de l'humanité.

« Voilà un gouvernement qui ne cesse de miner la capacité des Canadiens à connaître leur passé », a déclaré M. Turk. « Il coupe les vivres à Bibliothèque et Archives Canada, responsable d'acquérir et de préserver le patrimoine culturel du Canada, handicape Parcs Canada, chargé d'assurer la pérennité des 167 sites historiques canadiens, et élimine maintenant le Musée des civilisations. »

Pour M. Turk, la question n'est pas de s'opposer à la création d'un musée de l'histoire du Canada, mais de veiller à ce qu'un tel musée ne soit pas bâti aux dépens d'un autre musée ou à des fins politiques.

« Si le gouvernement tient réellement à mettre en valeur l'histoire du Canada, il devrait commencer par rétablir le financement de Bibliothèque et Archives Canada et de l'administration des sites historiques du Canada », a affirmé M. Turk. « Après quoi, il pourrait envisager la création d'un nouveau musée qui aurait pour mandat de veiller à ce que l'histoire soit présentée indépendamment de toute idéologie politique. » ■

CAUT Bulletin ACPPU
2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2

1953–2012
In print 59 years/Publié depuis 59 ans
ISSN 0007-7887

CAUT ACPPU
BULLETIN

Published by / Publié par
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2
Tel: 613-820-2270 / Fax: 613-820-2417
duhaime@caut.ca

President / Président
Wayne Peters

Executive Director / Directeur général
James Turk

Managing Editor / Rédactrice en chef
Liza Duhaime

Advertising / Publicité
Rosa Laboccetta (ads@caut.ca)

Circulation / Diffusion
Nicole Gagné (gagne@caut.ca)

Graphic Design / Graphisme
Kevin Albert

Editorial Board / Comité de rédaction
Wayne Peters, James Turk, Penni Stewart, David Robinson, Anver Saloojee, Liza Duhaime

The CAUT *Bulletin* is published each month September through June. Average distribution 47,500. Subscription for one year (10 issues): $25 + taxes (Canadian orders only); print edition USA surface mail $35; print edition international airmail $65. Feature content and archive are available at cautbulletin.ca. Job postings are available at academicwork.ca.

Le *Bulletin* de l'ACPPU paraît 10 fois par an, soit de septembre à juin. Tirage moyen : 47 500 exemplaires. Abonnement d'un an : 25 $ + taxes (Canada), 35 $ (États-Unis) et 65 $ (autres pays). Les articles et rubriques du *Bulletin* de même que les archives sont accessibles sur le site acppubulletin.ca. Des offres d'emploi sont publiées sur le site travailacademique.ca.

Letters to the Editor
Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

Courrier des lecteurs
La rédaction du *Bulletin* invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le *Bulletin* ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir celles qui seront publiées. Nous communiquerons avec les auteurs des lettres qui seront publiées.

Copyright
Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s).

Droit d'auteur
Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs.

Member of / Membre de
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CALM ACPS

Printed in Canada by / Imprimé au Canada par
Performance Printing, Smiths Falls

Solidarity Visit Lifts Spirits on Moncton Transit Workers Picket Line

On Oct. 20 locked out Amalgamated Transit Union 1290 bus drivers, service workers and mechanics who work for the City of Moncton's Codiac Transpo were joined on picket lines by CAUT staff and academic staff association chief negotiators from across Atlantic Canada attending their annual meeting in Moncton.

"It was a great solidarity visit", said Neil Tudiver, assistant executive director at CAUT. "We wanted to send a message to management that the locked out transit workers are supported by their sisters and brothers from CAUT member locals in Atlantic Canada and beyond."

The 80 transit workers have been without a contract since 2010 and locked out since June 27, 2012. Mediated talks between the union and the city ended July 10 with no movement towards a negotiated settlement. The workers who voted April 1 in favour of a strike rejected the city's latest offer on a new contract last month, the union said. No new talks are scheduled. ■

Version française à la page A5.

Amalgamated Transit Union local president George Turple (left) stands with Marvin Claybourn & Suzanne Prior from the faculty association at St. Thomas University. Locked out ATU members on the picket line Oct. 20 in Moncton were joined by supporters from CAUT member locals in Atlantic Canada.

Une société minière échoue dans sa tentative de faire taire les critiques

Un tribunal costaricain a rejeté une poursuite controversée mettant en cause un professeur d'université qui avait critiqué les activités d'une compagnie minière canadienne.

La société Infinito Gold, dont le siège social est à Calgary, a intenté une poursuite en dommages-intérêts d'un million de dollars contre Jorge Lobo, professeur de biologie à l'université du Costa Rica, qui aurait prétendument diffamé l'entreprise dans des observations qu'il a faites en 2011 dans un documentaire en espagnol intitulé *Fool's Gold*.

Dans ce documentaire, le professeur Lobo lançait une mise en garde contre les dangers que les mines à ciel ouvert présentent pour l'environnement, et il faisait mention d'allégations largement répandues selon lesquelles on aurait versé des pots-de-vin à des titulaires de charge publique pour obtenir le permis d'exploitation de la mine de Las Crucitas, aujourd'hui fermée.

Dans sa défense, le professeur Lobo a indiqué que ses déclarations se fondaient sur des faits avérés ou pouvaient être déduites ou interprétées à partir de la décision prononcée contre Infinito par le tribunal en 2010.

Infinito s'est vu retirer son permis d'exploitation de la mine de Las Crucitas en 2010, après que la Cour suprême du Costa Rica a confirmé une décision d'un tribunal inférieur, qui avait conclu à des irrégularités dans le processus d'approbation.

En raison des activités douteuses qui avaient été mises au jour dans l'affaire de la mine de Las Crucitas, le procureur public du Costa Rica a ordonné la tenue d'une enquête sur plusieurs titulaires de charge publique, dont l'ancien président du pays, pour manquements aux lois et règlements en vigueur.

Après la diffusion du documentaire, Infinito a intenté des poursuites contre le professeur Lobo, son collègue Nicolas Boeglin, professeur de droit qui avait également pris la parole dans le documentaire, ainsi qu'un avocat spécialiste

Jorge Lobo

de l'environnement qui a dirigé la campagne contre l'exploitation aurifère à Las Crucitas, pour de prétendues observations diffamatoires à l'endroit de l'entreprise.

Par la suite, Infinito a en outre tenté de convaincre l'université d'empêcher le professeur Lobo de continuer à donner un séminaire sur la controverse entourant l'exploitation minière à ciel ouvert.

Selon une lettre du Conseil de l'Université, les menaces de poursuites faites par Infinito concernant l'enseignement « faisaient partie d'une stratégie de censure précédemment adoptée pour taire les critiques à l'égard de ses activités et intérêts et pour restreindre la liberté d'expression des personnes qui soulèvent des arguments à son encontre et mettent en évidence les dommages causés par l'exploitation minière à ciel ouvert au moyen de produits chimiques ».

Le 19 octobre, la Cour a rejeté la poursuite en diffamation contre le professeur Lobo, adjugeant les dépens à l'encontre du plaignant.

Dans une déclaration, le professeur Lobo a indiqué qu'en rejetant les allégations de diffamation, la Cour a confirmé le droit des universitaires de s'exprimer sur des questions importantes et controversées.

« La décision de la Cour vient réaffirmer la liberté d'expression au Costa Rica et contrecarrer les efforts que peuvent déployer les multinationales du secteur minier pour restreindre cette liberté », a affirmé le professeur Lobo.

Les démarches faites par Infinito pour interférer avec les activités d'enseignement à l'Université du Costa Rica ont amené l'ACPPU à écrire à la compagnie minière pour l'inciter à respecter la liberté académique et la liberté d'expression.

« Nous sommes consternés par les actes d'intimidation commis à l'endroit d'universitaires par une entreprise canadienne, et nous sommes préoccupés par le message que de tels actes peuvent véhiculer sur la scène internationale concernant l'engagement des Canadiens et des Canadiennes à l'égard de la liberté académique, de la recherche intellectuelle, de la liberté d'expression et du débat critique », indiquaient Wayne Peters, président de l'ACPPU, et James Turk, directeur général de l'ACPPU, dans une lettre adressée le 12 octobre à John Morgan et Ciro Casas, chefs de la direction des filiales canadienne et costaricaine d'Infinito.

La lettre de l'ACPPU a été déposée comme élément de preuve à l'appui de la défense du professeur Lobo.

« Nous sommes heureux que les tribunaux du Costa Rica aient reconnu le droit des universitaires de prendre part au débat public », a déclaré M. Turk après la parution du jugement.

Cependant, le combat juridique contre Infinito n'est pas terminé pour autant, l'entreprise ayant laissé entendre qu'elle pourrait en appeler de la décision.

Une poursuite en diffamation et une poursuite au civil sont toujours en cours contre le professeur Boeglin. Le début de son procès est prévu pour le 30 novembre. ■

English on page A6.

COMMENT OPINIONS

PRESIDENT'S COLUMN

Too Little Learned since Montreal Massacre

By WAYNE PETERS

As December draws near I've started to reflect on the significance of Dec. 6. Designated as the National Day of Remembrance and Action on Violence Against Women, the day recalls the murder of 14 women at an engineering school in Montreal in 1989. It is also a day on which each of us should renew our commitment to take action to end violence against women and girls.

On that December day 23 years ago I was in the very early stages of my work as a doctoral student in mechanical engineering at the University of New Brunswick. As I recall, almost all of my graduate student colleagues were male and there were no female faculty in the department. This was typical of most engineering departments at that time, especially mechanical engineering departments.

As I reflect on that day and those that followed, I don't remember there being much discussion or commotion about the events unfolding in Montreal. There was shock and horror, of course, but I don't recall any sense of danger or concern for safety among the graduate students in our own engineering school more than 500 kilometers away. Only later did I come to realize the full magnitude of what had happened.

> Violence against women & girls continues to be one of the greatest problems & shames in our society.

The reason for this is clear, now. My department, like many other engineering departments across the country, was composed primarily of men. Whether I knew it or not, my experience at that time was one of privilege and power. I was a male in a male-dominated faculty about to enter a male-dominated profession. I was sheltered from that day's dark events and the reality of the fear felt by so many others not only in the academy but also across the nation.

Indeed, the violence perpetrated that day against individuals simply because they were women cannot be forgotten, nor should it be. Violence against women and girls was then — and continues now — to be one of the greatest problems and shames *in* our society. Every day women and girls are the victims of domestic abuse and sexual assault.

According to the YWCA, more than 100,000 women and children are forced out of their homes and into shelters every year as a result of violence. The situation is especially terrible for women from marginalized groups. We know from the DisAbled Women's Network that women with disabilities can be as much as 10 times more likely to be victims of violence. The Native Women's Association of Canada's Sisters in Spirit (SIS) research documented 582 cases of missing or murdered Aboriginal women before the federal government defunded the SIS program in 2010.

Despite such staggering statistics, Canada does not have a national action plan to end violence against women and girls, and continues to defund advocacy organizations that have provided a voice for women and the most vulnerable in Canada.

This year, CAUT's statement for Dec. 6 (see page A8) provides some ideas for concrete action which academic staff associations and their members can do in an effort to end gender-based violence in Canada. I encourage earb of our member associations to issue its own statement and to act on one or more of the suggestions.

Marc Lépine's actions on that December day in 1989 exemplified misogyny and rage against women. They galvanized the Canadian women's movement in an effort to end violence against women. However, his attack on certain women — female engineering students he saw as rising above their stations in a profession he believed ought to be the domain of men — should also be cause for reflection by those in the academy.

Three months earlier, in September 1989, almost 33,000 students were enrolled in undergraduate engineering programs across the country. According to a 1990 Engineers Canada enrolment report, only 13% were women, a share significantly smaller than that for the academy as a whole, at just over 50%, and for disciplines like education, at greater than 70%. As well, Statistics Canada numbers show there were just over 3,300 faculty members teaching in these engineering programs a year later. A very small fraction of these, less than 2%, were women. On Canadian campuses as a whole, women represented only 20% of university faculty members at that time.

A much more recent Engineers Canada enrolment report from 2010–2011 shows women now account for slightly less than 18% of total engineering enrolments. The highest representations are found in environmental (39.7%), biosystems (38.9%), geological (36.9%) and chemical (33.5%) engineering programs. The lowest are in electrical 12.7%), mechanical (10.4%) and software (9.7%) engineering programs.

Elsewhere on campuses, Statistics Canada's Post-secondary Student Information System data show that in 2008 women accounted for more than 60% of total university graduates across all disciplines, with the highest proportions in the humanities (64.3%), social and behavioural sciences (67.0%) and education (76.1%).

Engineers Canada reports that in 2010–2011 about 11% of faculty members teaching in engineering programs in the country were women. From CAUT's Almanac for the same year, the proportion of women teaching in other disciplines was 57.4% in education, 44.2% in humanities, 41.0% in social and behavioural sciences, 35.9% in business, 23.3% in physical and life sciences and 20.4% in math and computer science.

See TOO LITTLE LEARNED Page A5 →

LE MOT DU PRÉSIDENT

Trop peu de progrès depuis la tuerie de Montréal

Par WAYNE PETERS

La proximité du mois de décembre me remet en mémoire la journée fatidique du 6 décembre et m'invite à réfléchir à sa signification. Désigné la Journée nationale de commémoration et d'action contre la violence faite aux femmes, le 6 décembre marque l'anniversaire de l'assassinat, en 1989, de 14 femmes à une école de génie à Montréal. Ce jour est aussi l'occasion pour chacun d'entre nous de renouveler notre engagement à agir pour mettre un terme à la violence envers les femmes et les filles.

En ce jour de décembre il y a 23 ans, je venais d'entreprendre des travaux de recherche dans le cadre de mes études de troisième cycle en génie mécanique à l'Université du Nouveau-Brunswick. Si je me souviens bien, presque tous les étudiants inscrits à ce programme étaient des hommes et aucune femme n'enseignait dans ce département. Telle était la réalité dans la plupart des départements de génie à cette époque, en particulier dans le domaine du génie mécanique.

En réfléchissant à ce jour-là et à ceux qui ont suivi, je ne me souviens pas que les événements qui se déroulaient à Montréal aient suscité de grandes discussions ou causé beaucoup d'émoi. Certes, tous étaient en état de choc et horrifiés, mais, à plus de 500 kilomètres des lieux du drame, les étudiants diplômés de notre école de génie n'avaient pas l'impression de courir un quelconque danger. Ce n'est que plus tard que j'ai pris conscience de toute l'ampleur de la tragédie.

Aujourd'hui, je comprends les raisons de ma réaction, et de celle de mes collègues. Mon département, comme de nombreux autres départements de génie dans les universités canadiennes, était essentiellement un monde d'hommes. Consciemment ou inconsciemment, j'étais alors un privilégié, en situation de pouvoir. J'étais un homme dans une faculté dominée par les hommes et à la veille d'exercer une profession habituellement réservée aux hommes. J'étais à mille lieues des sombres événements de ce jour-là et du sentiment de crainte ressenti par tant de gens, dans le milieu académique, mais aussi dans le pays tout entier.

Les actes de violence commis en ce jour contre des femmes simplement du fait de leur sexe sont certainement des gestes inoubliables, et qui ne doivent surtout pas être effacés de la mémoire individuelle et collective. La violence envers les femmes et les filles étaient à cette époque — et l'est toujours — un problème fondamental et un sujet de honte immense dans notre société. Chaque jour qui passe, des femmes et des filles sont victimes de violence familiale et d'agressions sexuelles.

Selon le YWCA, plus de 100 000 femmes et enfants doivent, chaque année, quitter un foyer violent et trouver refuge dans des centres d'hébergement. La situation des femmes appartenant à des groupes marginalisés est particulièrement grave. Le Réseau d'action des femmes handicapées du Canada nous informe que le risque de subir de la violence est jusqu'à dix fois plus grand pour les femmes handicapées que pour les autres femmes. Dans le cadre du programme de recherche « Soeurs par l'esprit », l'Association des femmes autochtones du Canada a pu documenter 582 cas de femmes autochtones disparues ou assassinées avant que le gouvernement fédéral coupe les vivres au programme en 2010.

Malgré des statistiques aussi renversantes, le Canada n'a aucun plan d'action national pour mettre fin à la violence envers les femmes et les filles, et supprime le financement de plus en plus d'organismes voués à la défense des droits des femmes et des personnes les plus vulnérables au Canada.

Dans sa déclaration annuelle pour la journée du 6 décembre (voir à la page A8), l'ACPPU donne aux associations de personnel académique et à leurs membres des suggestions de mesures concrètes qui peuvent contribuer à éliminer la violence fondée sur le sexe au Canada. J'encourage chacune de nos associations à publier une déclaration personnelle et à mettre en application au moins une de nos suggestions.

En ce jour de décembre 1989, Marc Lépine est devenu l'incarnation de la misogynie et de la rage envers les femmes. Ses gestes ont insufflé au mouvement féministe du Canada une énergie nouvelle pour lutter contre la violence faite aux femmes. Cependant, le choix particulier de ses victimes — des étudiantes en génie qui, selon lui, s'appropriaient indûment une place dans une profession qui aurait dû être l'apanage des hommes — devrait aussi être matière à réflexion pour le milieu académique.

Trois mois avant la tragédie, en septembre 1989, près de 33 000 étudiants s'étaient inscrits aux programmes de premier cycle en génie offerts dans l'ensemble du Canada. Dans son rapport sur les inscriptions en génie publié en 1990, l'organisme Ingénieurs Canada a mis en lumière le fait que seulement 13 % des étudiants inscrits en génie étaient des femmes. Ce pourcentage était bien inférieur au taux de représentation des femmes dans le milieu universitaire (un peu plus de 50 %), et dans des disciplines comme l'éducation (plus de 70 %). En outre, un an plus tard, Statistique Canada a recensé à peine plus de 3 300 professeurs pour dispenser ces programmes. Les femmes formaient une fraction minime, moins de 2 %,

Voir TROP PEU à la page A4 →

Inspire.

As your students expand their horizons, **Athabasca University** can expand their course options. With over 800 transferable courses delivered online and at a distance, we can help bring your students one step closer to academic success.

Learn more at
explore.athabascau.ca.

Athabasca University

Étudiante de Toronto lauréate de la bourse J.H. Stewart Reid

ROULA Markoulakis, doctorante à l'Université de Toronto en sciences de la réadaptation, est lauréate de la bourse commémorative J.H. Stewart Reid de 2012-2013 décernée par l'ACPPU.

Le comité de sélection a choisi Mme Markoulakis, titulaire d'une maîtrise ès sciences et d'un baccalauréat en kinésiologie de l'Université Wilfrid Laurier, sur la foi de son rendement scolaire, de l'information fournie dans sa présentation personnelle et de son admissibilité à la bourse.

Mme Markoulakis étudie l'influence des politiques et des pratiques universitaires sur l'accès aux services et l'utilisation de ces services par les étudiants aux prises avec des problèmes de santé mentale. Elle procède à une ethnographie institutionnelle – une méthode d'enquête qui explore la façon dont les activités au sein d'une organisation sont coordonnées et s'appuient sur des facteurs sociaux – et elle siège au groupe de travail national sur la santé mentale des étudiants de niveau postsecondaire, groupe établi par l'Association des services aux étudiants des universités et collèges du Canada. Elle attribue son intérêt pour ce sujet de recherche à l'expérience qu'elle a acquise au Centre de l'apprentissage accessible de l'Université Wilfrid Laurier, où à titre de spécialiste bénévole en stratégies d'apprentissage, elle a oeuvré individuellement avec des étudiants qui éprouvaient des difficultés, allant de blessures graves à des troubles mentaux en passant par des déficiences cognitives ou physiques persistantes.

« Ces activités ont largement contribué à l'élaboration de mon projet et conserveront beaucoup d'importance au fil de mes travaux », a-t-elle dit.

Mme Markoulakis a reçu plusieurs autres bourses et prix. Elle a notamment figuré à trois reprises sur la liste d'honneur du doyen de la faculté des sciences durant ses études de premier cycle, et obtenu la prestigieuse bourse d'études supérieures du Canada Joseph-Armand-Bombardier attribuée par le Conseil de recherches en sciences humaines du Canada. Elle est également auteure et co-auteure d'articles et de communications. ■

English on page A5.

Trop peu de progrès depuis la tuerie de Montréal

Suite de la PAGE A3

du corps professoral. Dans les universités canadiennes considérées globalement, elles représentaient seulement 20 % des professeurs à cette époque.

Dans un rapport beaucoup plus récent, qui date de 2010-2011, Ingénieurs Canada a indiqué que les inscriptions féminines dans les établissements d'enseignement du génie constituent maintenant presque 18 % du nombre total d'inscriptions. Les proportions les plus élevées se trouvent dans les programmes suivants : génie de l'environnement (39,7 %), génie des biosystèmes (38,9 %), génie géologique (36,9 %) et génie chimique (33,5%). Les programmes de génie électrique, de génie mécanique et de génie logiciel attirent moins les femmes, avec des taux d'inscription respectifs de 12,7 %, 10,4 % et 9,7 %.

En ce qui a trait aux autres facultés, les données du Système d'information sur les étudiants postsecondaires de Statistique Canada révèlent qu'en 2008, les femmes représentaient plus de 60 % de la totalité des diplômés universitaires, toutes disciplines confondues. Les sciences humaines, les sciences sociales et comportementales ainsi que les sciences de l'éducation remportent la palme chez les femmes, avec des taux d'inscription de 64,3 %, 67,0 % et 76,1 % respectivement.

Dans son portrait du corps professoral en 2010-2011, Ingénieurs Canada établit à 11 % la proportion de professeures de génie au Canada. À titre comparatif, pour la même année, l'ACPPU indique dans son *Almanach* que le pourcentage de professeures s'élevait à 57,4 % en éducation, 44,2 % en sciences humaines, 41,0 % en sciences sociales et comportementales, 35,9 % en gestion, 23,3 % en sciences physiques et naturelles, et 20,4 % en mathématiques et informatique.

Il n'existe aucune réponse simple à la question de savoir pourquoi les femmes ne manifestent pas plus d'intérêt pour la profession d'ingénieur, ou pour l'enseignement du génie ou d'autres disciplines faisant partie des sciences exactes. L'ACPPU et ses associations membres doivent toutefois réfléchir sérieusement à l'iniquité de la représentation selon le sexe dans l'ensemble des disciplines. Quels sont les obstacles et les attitudes qui, actuellement, empêchent les femmes de participer? Et plus particulièrement, les femmes issues de groupes marginalisés? Faisons-nous tout ce qu'il est possible de faire pour créer un milieu académique équitable?

Il ne suffit pas d'attendre patiemment que les femmes s'adaptent aux structures en place. Au contraire, nous devons faire en sorte que nos établissements ouvrent grand leurs portes à tous, hommes, femmes et membres des groupes marginalisés; que les obstacles à la participation soient éliminés; et que ces progrès ne s'accompagnent pas d'une perte des garanties et des droits. Les associations de personnel académique sont les mieux placées pour se rapprocher le plus possible de ces objectifs, grâce à la négociation collective et à d'autres mécanismes.

L'excellent travail accompli au fil des ans a été à l'origine de grands progrès, mais il n'est jamais inutile de se rappeler qu'il reste bien des choses à faire pour que nos institutions soient inclusives, équitables et sûres pour tous les membres du personnel académique. ■

Toronto PhD Student Wins CAUT Fellowship

ROULA Markoulakis, a University of Toronto student completing a PhD in rehabilitation science, has been chosen as CAUT's J.H. Stewart Reid Memorial Fellowship recipient for the 2012–2013 year.

Markoulakis, who graduated with a Master of Science and Bachelor of Science in kinesiology from Wilfrid Laurier University, was named the winner of the fellowship by the selection committee based on her academic achievements, information in her personal statement and funding eligibility.

Markoulakis is researching how university policies and practices influence service access and use by students with mental health concerns. She is conducting an institutional ethnography — a method of inquiry that explores how activities within an organization are coordinated and socially driven — and serves on the National Post-secondary Student Mental Health Working Group, a group struck by the Canadian Association of College and University Student Services to develop a post-secondary student mental health strategy. She attributes her PhD research interests to her prior experience at Wilfrid Laurier's Accessible Learning Centre, where she volunteered as a learning strategist working one-on-one with students experiencing a variety of difficulties, from acute injuries to enduring cognitive or physical impairments and mental illnesses.

PhD student Roula Markoulakis was named as J.H. Stewart Reid Memorial Fellowship winner for 2012–2013.

"These activities have contributed greatly to the development of my project and will continue to be important as I carry out my research," she said.

Markoulakis has received numerous other scholarships and awards, including three-time placement on the faculty of science dean's honour roll during her undergraduate years and recipient of the prestigious Joseph Armand Bombardier Canada Graduate Scholarship awarded by the Social Sciences and Humanities Research Council of Canada. She has also authored or co-authored journal articles and conference papers. ■

Version française à la page A4.

J.H. Stewart Reid Memorial Trust

J.H. Stewart Reid Memorial Fellowships offer PhD students a one-year award of $5,000.

Fellowships are funded from a trust established by CAUT in honour of the association's first executive secretary, an appointment tasked with organizing a national office in Ottawa. Stewart Reid served in this capacity from June 1959 until his untimely death on Dec. 13, 1963, at age 54. The first fellowship to a graduate student was awarded in 1969.

The J.H. Stewart Reid Fellowship Trust, which administers the funds, provides official charitable tax receipts for donations.

How You Can Make a Gift to this Fund:

- CAUT members can donate by acquiring a mortgage with The Mortgage Centre. Under an agreement with the Mortgage Centre, the Trust receives a $25 donation for each mortgage acquired by a CAUT member.
- Everyone can give directly to the Trust by mailing a donation to CAUT, 2705 Queensview Dr, Ottawa, ON K2B 8K2.

For information see the J.H. Stewart Reid Memorial Fellowship home page at http://stewartreid.caut.ca.

Contract Negotiations Conclude at UPEI, Drag at Mount Saint Vincent

FOUR-YEAR collective agreements between the University of Prince Edward Island Faculty Association (UPEIFA) and the school have been ratified in resounding votes by approximately 400 academic staff members represented by the union.

The UPEIFA bargaining unit #1 which includes faculty members, librarians, sessional instructors and clinical nursing instructors voted 99.4% in favour, while the second unit of clinical veterinary professionals voted 100% for the deal.

"By working together, we have achieved a fair and equitable agreement for our members that puts our salary base and benefits on a competitive footing with our colleagues from other Atlantic provinces," said faculty association president Betty Jeffery.

Members will receive a 7.25% net salary increase over four years, as well as a 3% top-up in year one to offset increased individual contributions to the pension plan, which will now average 9.04% annually.

Announcement of the agreement came jointly from the faculty association and the university's administration, and highlighted the commitment by the parties to work cooperatively for a fair deal, as well as acknowledging the importance of solving the pension shortfall.

Jeffery emphasized that the faculty association has worked for the past five years with other unions on campus toward improving the pension plan, and that university employees belonging to those unions will benefit from the gains negotiated by UPEIFA.

"We stood in solidarity with the other campus unions to ensure that what the UPEIFA bargaining units received on the salary and pension front was offered to the other campus unions," she said.

Two units of the Canadian Union of Public Employees and one of the International Brotherhood of Electrical Workers, which represent administrative assistants, cleaners, campus security police, and library technicians among others, have since also ratified the salary and pension offer.

The UPEI agreements were ratified within three months of the expiry of the former contracts, in contrast to stalled negotiations at another Atlantic province university — Mount Saint Vincent in Halifax — where the faculty association representing 147 faculty, librarians and lab instructors has been without a contract since July 1, 2012.

Members of the Mount Saint Vincent University Faculty Association voted strongly in favour of strike action recently after 85 scheduled hours of negotiations produced little progress toward agreement on several significant areas including wages, benefits, retirement incentives and leaves.

Both sides have now agreed to turn to a conciliator in an effort to reach a new collective agreement, but the schedule for future meetings remains under discussion at a "glacial pace" according to Michael MacMillan, a professor in the school's Department of Political & Canadian Studies, and chair of the association's bargaining communications committee.

"(It's) a decidedly desultory pace and we continue to push for more frequent meetings to expedite a settlement," he said.

The university's board of governors has proposed meetings at a rate of a half-day per week for the last three weeks of November which MacMillan said "illustrates the ongoing foot-dragging that has characterized our administration's approach to this whole negotiation process."

He says union members remain frustrated in their desire to see an agreement reached in "something approaching a timely fashion," but are hopeful the conciliator will work to accelerate the process. ■

Version française à la page A6.

Too Little Learned since Montreal Massacre

From PAGE A3

No easy explanations exist for why fewer women pursue professional careers in engineering or become academic staff members in engineering or other hard-science disciplines. CAUT and its member associations, though, have to take the inequity in gender representation across disciplines seriously. What are the barriers and attitudes that exist to discourage women's participation? What are the additional barriers and attitudes that exist to discourage the participation of women from marginalized groups? Are we doing everything possible to ensure equity in the academy?

The solution is not a passive expectation that women will adapt to current structures. Rather, we must work to ensure our institutions are more inclusive of all genders and those from marginalized groups; that barriers limiting participation are removed; and that protections and rights are not lost along the way. Academic staff associations are in the best position to work towards these goals through collective bargaining and other mechanisms.

While good work has accomplished much over the years, it never hurts to remind ourselves that we can do more to ensure that our institutions are inclusive, equitable and safe for all members of the academy. ■

Démonstration de solidarité bienvenue sur le piquet de grève à Moncton

LE 20 octobre, les chauffeurs d'autobus, préposés à l'entretien et mécaniciens en lock-out de la Codiac Transpo de la Ville de Moncton, membres de la section locale 1290 du Syndicat uni du transport, étaient accompagnés sur le piquet de grève d'employés de l'ACPPU et de négociateurs en chef d'associations du personnel académique de la région de l'Atlantique de passage à Moncton pour leur assemblée générale annuelle.

« Ce fut une extraordinaire démonstration de solidarité », a déclaré Neil Tudiver, directeur général adjoint de l'ACPPU. « Nous voulions montrer à la Ville que les employés du service de transport en lock-out jouissent de l'appui de leurs confrères et consoeurs des sections locales membres de l'ACPPU de la région atlantique et d'ailleurs. »

Les 80 travailleurs sont sans contrat depuis 2010 et en lock-out depuis le 27 juin 2012. La médiation entre le syndicat et la Ville a pris fin le 10 juillet sans faire progresser les négociations. Selon le syndicat, les travailleurs qui avaient voté le 1er avril en faveur de la grève ont rejeté les dernières offres de la Ville pour un nouveau contrat le mois dernier. Aucune date n'est fixée pour la reprise des négociations. ■

English on page A2.

The End of the Museum of Civilization

From PAGE A1

Region without abandoning the Canadian Museum of Civilization and its mandate to increase interest in, knowledge and critical understanding of and appreciation and respect for human cultural achievements and human behaviour.

"This is a government that has done so much to undermine our ability to know our past," Turk said. "It is gutting Library and Archives Canada, the institution tasked with acquiring and maintaining Canada's cultural heritage, and is crippling Parks Canada, which maintains 167 national historic sites, now we lose the Museum of Civilization."

He said the issue is not opposition to the creation of a museum of Canadian history, but that it shouldn't come at the expense of another museum or be used for political purposes.

"If the government is genuinely committed to Canadian history, it should begin by restoring funding to Library and Archives Canada and administering Canada's historic sites," said Turk. "After that, it could consider a new museum of history — with a truly arm's-length board and a broad mandate to ensure it is not a display of history to support the government's political ideology." ■

NEWS ACTUALITÉS

LETTERS

Road to accreditation

In 2007 the Canadian University Environmental Science Network (CUESN) and the Canadian College Environmental Network (CCEN) began working with Environmental Careers Organization Canada to establish an accreditation process for post-secondary environmental programs, which is governed by the Canadian Environmental Accreditation Commission (CEAC). CEAC is an autonomous body consisting of representatives of academia, industry, CUESN and CCEN.

In 2009 a voluntary accreditation program for undergraduate environmental science degrees and environmental diplomas was launched and a year later, at the request of CUESN members, CEAC expanded the scope to include undergraduate environmental studies degrees. The process involved programs across Canada and included the following steps:

(1) Working with three well-established environmental studies programs (the University of Victoria, the University of Winnipeg and Trent University) this group established a draft of flexible curriculum guidelines.

(2) This draft was circulated to administrators at 35 Canadian environmental studies programs.

(3) The proposed curriculum guidelines received positive response resulting in CEAC approval of these as the curriculum standard. Two environmental studies programs have since received accreditation.

Accreditation is a quality assurance process designed to ensure an educational program meets a national standard. It serves to support and encourage program responsiveness to the rapidly changing environmental field by ensuring that policies, procedures and structures are in place to continually improve in response to student needs, evolving knowledge and industry developments.

The accreditation review process is objective and impartial, and the standards have been developed by Canadian academics. We hope this information addresses the concerns raised in the letter published in the September issue of the *Bulletin*. We welcome continued discussion about this initiative.

Stephen Bocking
Chair, CUESN
Chair, Environmental & Resource Science/Studies Program
Trent University

Allen Verbeek
Chair, CCEN
Chair, Environmental Sciences
Lakeland College

Annie Booth replies

Those opposing ECO Canada's accreditation effort of environmental studies degrees currently include 30 faculty from 12 environmental studies and sciences programs, calling into question the assertion that CEAC received a "positive response" to draft curriculum guidelines.

However, no data is given on how many programs requested accreditation or responded positively. None of our concerns are addressed in this response, indeed, no justification is made for programs requiring a "quality assurance process" outside of current practice, nor is there any proof of any of the assertions about quality or objectivity.

We who are opposed see this as very much a threat to academic freedom and integrity for the reasons described in our letter published previously in the *Bulletin*.

Annie L. Booth
Environmental Studies
Chair, Natural Resources & Environmental Studies
Graduate Program
University of Northern British Columbia

UNIVERSITY OF
WATERLOO
FACULTY ASSOCIATION

The Faculty Association of the University of Waterloo is pleased to announce the first recipient of the **FAUW Status of Women and Equity Committee Equity and Inclusivity Award**.

Professor Dovid DeVidi

Since joining the Department of Philosophy in 1996, DeVidi has held such roles as faculty senator, Faculty Association president, FAUW Academic Freedom and Tenure Committee chair, Arts Strategic Planning Task Force co-chair, and Philosophy chair. He is also a long-time autism volunteer and activist. Through his work in policy development, collective bargaining, and organizational leadership, as well as through many invisible behind-the-scenes intercessions, DeVidi continually improves the lives of women, members of other equity-seeking groups, and other individuals across campus.

Mining Company Fails to Silence Critic

A Costa Rican court has dismissed a controversial lawsuit involving a university professor who criticized the activities of a Canadian mining company.

Calgary-based Infinito Gold sued biology professor Jorge Lobo of the University of Costa Rica for $1 million in damages for allegedly defaming the company in comments he made in a 2011 Spanish-language documentary titled Fool's Gold.

In the documentary, Lobo warned of the environmental dangers of open-pit mining and referred to widespread allegations that public officials were bribed to secure the permit for the now-closed gold mine at Las Crucitas.

In his defence, Lobo claimed his "statements are based on actual events, or can be deduced or interpreted from the court decision handed down against Infinito in 2010."

Infinito lost its permit to mine the Crucitas site in 2010 after Costa Rica's Supreme Court upheld a lower court ruling that found irregularities in the approval process.

Because of the questionable activities surrounding the Crucitas case, Costa Rica's public prosecutor was ordered to investigate several public officials, including the country's former president, for failing to comply with proper laws and regulations.

After the documentary was aired, Infinito launched legal proceedings against Lobo, his colleague Nicolas Boeglin, a law professor who also spoke in the film, and an environmental lawyer who has led the fight against gold mining at Las Crucitas, for alleged defamatory comments against the firm.

In a further move, Infinito also tried to convince the university to stop Lobo from teaching a seminar centred around the open-pit mining controversy.

According to a letter from the university's Council, Infinito's warning of legal action over the course was "part of a strategy of prior censorship that is meant to silence criticism about its activities and interests and to inhibit freedom of expression of those who oppose with arguments and point out the damages done by chemical-using open-pit mining."

On Oct. 19, the court dismissed the defamation case against Lobo and ordered Infinito to meet the costs of the lawsuit.

Lobo said in a statement that in dismissing the defamation charges the court affirmed the right of academics to speak out on important and controversial issues.

"The court's finding reaffirms freedom of expression in Costa Rica and curtails efforts that mining transnationals may undertake to limit that freedom," he said.

Infinito's move to interfere in academic activities at the University of Costa Rica sparked CAUT to write the mining company urging it to respect academic freedom and freedom of expression.

"We are appalled to see such acts of intimidation against academics carried out by a Canadian-based company and concerned about the message it sends internationally regarding Canadians' commitment to academic freedom, intellectual inquiry, free expression, and critical debate," CAUT president Wayne Peters and executive director James Turk said in the Oct. 12 letter addressed to John Morgan and Ciro Casas, the CEOs of Infinito's Canadian and Costa Rican branches.

CAUT's letter was delivered as evidence in Lobo's defense.

"We are pleased the courts in Costa Rica recognized the right of academics to take part in public debate," Turk said following the ruling.

But the court battle with Infinito isn't over as the company has suggested it may file an appeal on the decision.

Defamation and civil suits are still pending against Boeglin. His trial is scheduled to begin Nov. 30. ■

Version française à la page A2.

Les négociations terminées à l'UPEI, et au ralenti à Mount Saint Vincent

Des conventions collectives de quatre ans entre l'University of Prince Edward Island Faculty Association (UPEIFA) et la direction de l'établissement viennent d'être ratifiées par un vote massif de quelque 400 membres du personnel académique représenté par le syndicat.

Les membres de la première unité de négociation de l'UPEIFA, qui regroupe le corps professoral, les bibliothécaires, les chargés de cours à temps partiel et les chargés de cours en soins infirmiers cliniques, ont voté en faveur de l'entente négociée dans une proportion de 99,4 %, tandis que les professionnels en médecine vétérinaire clinique de la deuxième unité de négociation l'ont avalisée dans une proportion de 100 %.

« En travaillant ensemble, nous sommes parvenus à conclure une entente juste et équitable, aux termes de laquelle le taux salarial de base et les avantages sociaux de nos membres rejoignent ceux de nos collègues des autres universités des provinces de l'Atlantique », a déclaré la présidente de l'association du personnel académique, Betty Jeffery.

Les membres bénéficieront d'une hausse salariale nette de 7,25 % sur quatre ans, à laquelle s'ajoute la première année une hausse salariale de 3 % en compensation de l'augmentation des cotisations individuelles au régime de retraite qui s'élèveront en moyenne à 9,04 % par année.

Dans une annonce conjointe, l'association du personnel académique et la direction de l'université ont souligné l'engagement des parties à travailler en collaboration pour en arriver à une entente équitable, tout en reconnaissant l'importance de combler le déficit du régime de retraite.

Mme Jeffery a précisé que son association avait au fil des cinq dernières années collaboré avec d'autres syndicats sur le campus afin d'améliorer le régime de retraite, et que les employés de l'université qui font partie de ces syndicats bénéficieront des gains négociés par l'UPEIFA.

« Nous avons travaillé en solidarité avec les autres syndicats du campus de sorte que les gains au titre des salaires et du régime de retraite obtenus par l'UPEIFA leur soient aussi consentis », a-t-elle ajouté.

Deux unités du Syndicat canadien de la fonction publique et une unité de la Fraternité internationale des ouvriers en électricité, qui représentent entre autres les adjoints administratifs, les nettoyeurs, les agents de sécurité sur le campus et les bibliotechniciens, ont depuis ratifié l'offre concernant les salaires et le régime de retraite.

Les conventions avec l'UPEI ont été signées trois mois après l'expiration des ententes en vigueur, ce qui contraste avec la lenteur du processus de négociation dans une autre université de l'Atlantique — l'Université Mount Saint Vincent à Halifax — où les 147 membres du corps professoral, bibliothécaires et moniteurs de laboratoire regroupés au sein de la Mount Saint Vincent University Faculty Association sont sans contrat depuis le 1er juillet 2012.

Les membres de cette association ont récemment voté dans une large proportion pour des mesures de grève, au terme d'un calendrier de négociation de 85 heures qui a produit peu d'avancées sur plusieurs points en litige importants, y compris les salaires, les avantages sociaux, les primes de retraite et les congés.

Les deux parties ont maintenant convenu de faire appel à un conciliateur pour régler leurs différends et conclure une nouvelle convention collective. Or, les discussions au sujet du calendrier des séances de conciliation avancent « à pas de tortue », selon Michael MacMillan, professeur au Département d'études politiques et canadiennes de l'établissement et président des communications du comité de négociation de l'association.

« Le rythme des discussions est extrêmement décousu et nous continuons de réclamer des rencontres plus fréquentes pour en arriver rapidement à un règlement », a-t-il dit.

Le conseil des gouverneurs de l'université a proposé des rencontres à une fréquence d'une demi-journée par semaine pour les trois dernières semaines de novembre, ce qui, ajoute M. MacMillan, « illustre bien à quel point notre direction fait traîner le processus de négociation en longueur depuis le début ».

Selon M. MacMillan, les membres du syndicat, frustrés dans leur désir d'un règlement dans « des délais un tant soit peu raisonnables », osent tout de même croire que le conciliateur parviendra à accélérer le processus. ■

English on page A5.

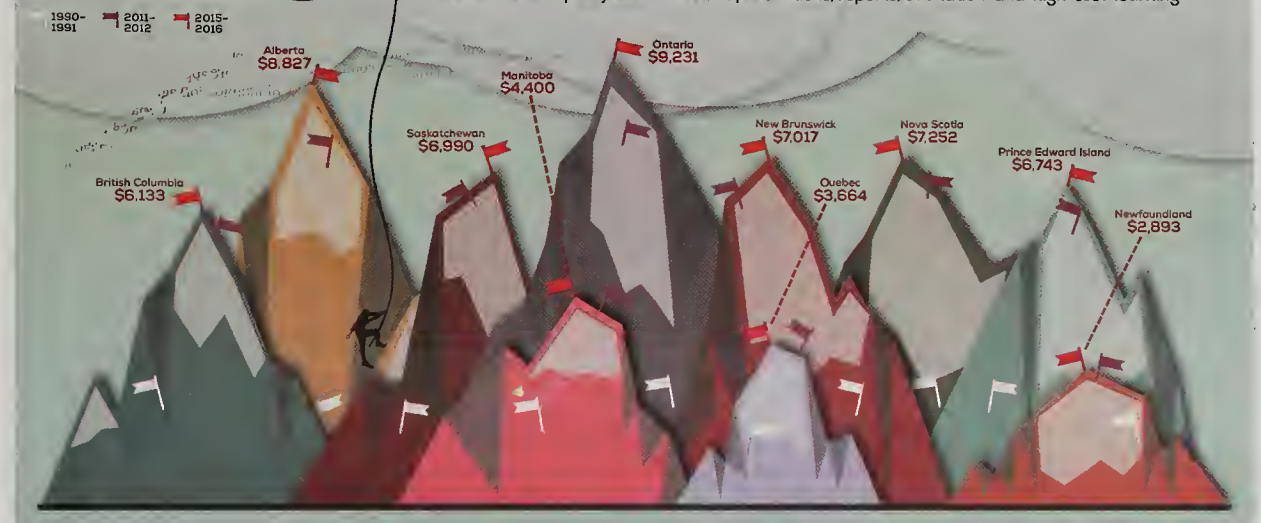
Take a Hike

Getting a university education is becoming less and less affordable. Since 1990, average tuition fees in Canada have increased three times more than the rate of inflation. As classes began this fall, which provinces were telling students to take a hike?

Flags below represent total tuition and compulsory fees for full-time undergrads, for the 1990–1991, 2011–2012 and 2015–2016 (estimated) academic years.

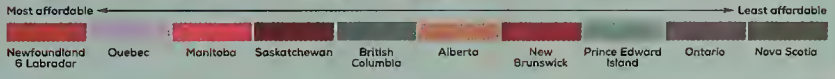
The Canadian average in 1990–1991 was $1,744 and in 2011–2012 it was $6,186. For the 2015–2016 academic year, we estimate the average tuition and compulsory fees will be $7,330.

More information: policyalternatives.ca/publications/reports/eduflation-and-high-cost-learning



The Cost of Learning

Student debt is mounting and tuition fees are climbing. This index ranks each province in terms of university affordability for today's middle-income family.



– SOURCE: CANADIAN CENTRE FOR POLICY ALTERNATIVES –

Never Before Have CAUT Members Had Such Power!

SIT BACK AND LET CANADA'S LEADING LENDERS COMPETE FOR THE OPPORTUNITY TO FUND YOUR MORTGAGE.

- ✓ We take care of all the details of mortgage shopping for you.
- ✓ We find you the best deal from a wide choice of lenders.
- ✓ Personal Service, Specialized Knowledge, Unbiased Advice.

MORTGAGE RATES*

Variable	2.80
1 year	2.65
2 year	2.69
3 year	2.79
5 year	2.94
7 year	3.59
10 year	3.89

*Mortgage rates as of November 15/2012. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed.

DOMINION LENDING CENTRES
METRO CITY MORTGAGES
FSCO # 10202
AN INDEPENDENTLY OWNED AND OPERATED FRANCHISE

1-888-216-7770 ext. 227
Fax: 1-888-216-7771
jillcraig@bellnet.ca

APPLY ONLINE: www.caut.ca/metrocity

THE LIMITS OF ACADEMIC FREEDOM

REGISTRATION STILL AVAILABLE
1–3 February 2013 // Novotel Toronto Centre
nferences/2013

DECANAL APPOINTMENTS

ROGER SUGDEN

Roger Sugden has been appointed Dean of the Faculty of Management at UBC's Okanagan campus, effective in October 2012.

Dr. Sugden, appointed to a five-year term, comes to UBC from the University of Stirling, Scotland, where he has been a professor of socio-economic development and founding Head of the Management School and Head of Internationalization. He has led numerous prominent initiatives for the European Commission and British Council.

Prior to Stirling, Dr. Sugden served twice as Head of the Department of Commerce at the University of Birmingham, part of one of the oldest and most respected business schools in England.

Dr. Sugden earned PhD and master's degrees in economics from Warwick University, as well as a law degree from Sheffield University, U.K.

GORDON BINSTED

Gordon Binsted was appointed in June 2012 to a five-year term as Dean of the Faculty of Health and Social Development at UBC's Okanagan campus.

The faculty includes the School of Nursing, School of Social Work, and School of Health and Exercise Sciences — all areas where research is being conducted with the goal of helping people live healthy lives.

An active researcher in the field of human kinetics, Dr. Binsted has served as acting Dean since 2011.

Dr. Binsted earned a PhD in psychology at the University of Alberta, a Master of Science degree in human biodynamics at McMaster University, and a Bachelor of Science degree in human kinetics at the University of British Columbia.

UBC
a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA
Okanagan Campus

CAREERS
CARRIÈRES

SECTION B

How to Place a Career Ad

PHONE
613-820-2270

FAX
613-820-2417

EMAIL
ads@caut.ca

MAIL
CAUT Bulletin
2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Comment mettre une annonce

TÉLÉPHONE
613-820-2270

TÉLÉCOPIEUR
613-820-2417

COURRIEL
ads@caut.ca

POSTE
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

WWW.CAUTBULLETIN.CA/ADS

A

■ **ATMOSPHERIC/OCEANIC SCIENCES & CHEMISTRY — McGill University.** Outstanding applicants are sought for a tenured-track Assistant Professor position jointly appointed between the Department of Atmospheric and Ocean Sciences and the Department of Chemistry, of McGill University. The preferred areas of research include, but are not limited to, atmospheric chemistry, marine chemistry, climate change, carbon cycles, environmental analytical chemistry, and green chemistry. The successful applicant will be expected to develop an active research program, supervise graduate students, and teach a variety of undergraduate and graduate courses. Applicants should have a PhD and postdoctoral or related experience in Atmospheric Science, Chemistry, Chemical Oceanography, Physics, or a closely related field. McGill University is an English-speaking university located in Montreal, one of North America's most cosmopolitan cities. For more information about McGill University and the two departments, see, http://www.mcgill.ca/meteo and http://www.chemistry.mcgill.ca). Qualified candidates are invited to submit an application, including curriculum vitae, a statement of research interests, and a teaching statement to: Chair, Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke Street West, Montreal, QC, Canada, H3A 2K6; Telephone: 514-398-6940or by e-mail (only in pdf format) to: chair.chemistry@mcgill.ca. Qualified candidates should arrange to have three confidential referee letters to be sent directly to: chair.chemistry@mcgill.ca. Enquiries regarding the position can be directed to the chairs of the two participating Departments (Parisa.Arya@mcgill.ca in Atmospheric and Oceanic Sciences, Bruce.Lennox@mcgill.ca in Chemistry). The preferred starting date for this position is September 2013. Review of the applications will begin on December 1, 2012, and will continue until the position is filled. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, and persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

C

■ **CHEMICAL & BIOLOGICAL ENGINEERING (GREEN PRODUCTS & PROCESS ENGINEERING) — University of British Columbia.** The Department of Chemical and Biological Engineering at the University of British Columbia invites applications for a tenure-track appointment at the rank of Assistant Professor.

This position will build upon the department's expertise in green engineering of processes and products, which has been bolstered in the past year through a cluster of targeted hires. Applicants must hold a PhD (conferred by the date of appointment or within the past 6 years) in Chemical and/or Biological Engineering or in a closely related discipline. Applicants must either be registered, or be eligible to register, with the Association of Professional Engineers and Geoscientists of British Columbia. Registration is required within five years of appointment. Applications in all relevant research areas will be considered, with emphasis on candidates with expertise in all facets of green products and process engineering. The successful candidate must possess the skills, background and motivation needed to build an independent research program of international calibre that will complement current activities in the Department and complement interdisciplinary centres such as the Pulp and Paper Centre, the Clean Energy Research Centre, and the Michael Smith Laboratories. The successful candidate must also demonstrate a strong commitment to high-quality undergraduate and graduate teaching, collaboration with industry and service to the Department, the Faculty, the University, and the profession. The position is available as of July 1, 2013. Review of applications will begin on January 7, 2013 and continue until the position is filled. Applications, including curriculum vitae, a short statement of teaching and research interests, and the contact information of three referees, must be submitted online at http://www.hr.ubc.ca/careerspostings/faculty.php. To complete the application, the candidate should ensure that reports from the three referees are forwarded directly to: search2012@chbe.ubc.ca by January 1, 2013. The Department of Chemical and Biological Engineering offers programs leading to the Bachelor of Applied Science (BASc) degree in Chemical Engineering and to the Bachelor of Applied Science (BASc) degree in Chemical and Biological Engineering. Graduate programs leading to the degrees of MEng, MASc, MSc, and PhD are offered in important areas of chemical engineering, including fluidization, pulp and paper, biotechnology, environmental engineering, clean energy, biomedical engineering, thermodynamics, transport phenomena, electrochemical engineering, polymer rheology and processing, catalysis and process control. Details about the Department and its current research programs are available at http://www.chbe.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority.

D

■ **DEVELOPMENT GEOGRAPHY — Western University.** The Department of Geography at Western University, London, Ontario, Canada is seeking a faculty member at the rank of Assistant Professor (probationary) or Associate Professor (probationary or tenured) in the area of Development Geography. We seek an outstanding individual with demonstrated commitment to excellence in research, teaching and service. The candidate must have (or be near completion of) a PhD and a strong record of scholarly activity and shown leadership in their research area. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, obtaining external funds and conducting research on international development. All faculty are expected to participate in administrative committees at the level of the department, faculty and/or university, including service external to the university. Candidates who can complement areas of Departmental and Faculty strength — such as environment, development and health; urban studies; and population and migration — are particularly encouraged to apply. Regional specialization is open to any area of Asia, Africa, or Latin America and the Caribbean. Working relationships with organizations in relevant fields is also desirable. The appointment will be effective July 1, 2013. The appointment is subject to final budgetary approval. Salary will be commensurate with experience. Further information about the Department may be found at: http://geography.ssc.uwo.ca. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Prof. Dan Shrubsole, Chair, Department of Geography, Social Science Centre, Western University, London, Ontario, N6A 5C2, Canada. Tel: (519) 661-3126; Fax: (519) 661-3750; E-mail: dashrubs@uwo.ca. Closing date: November 30, 2012 or until position is filled. E-mailed applications will not be accepted. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Western University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

E

■ **ECONOMICS — McGill University.** The Department of Economics of McGill University invites applications for two tenure-track positions. The appointments are expected to be at the rank of Assistant Professor, but appointments at a higher rank are possible under exceptional circumstances. For one position, candidates in any field will be considered; for the other, candidates should have a specialization in Health Economics or Health combined with Labour Economics. Applications must be made through https://www.ecorjobmarket.org and should be received by 15 November 2012 to guarantee full consideration, but will be accepted until the positions are filled. The appointments begin 1 August 2013. Please see the full text of the advertisement for each position at https://www.ecorjobmarket.org or www.mcgill.ca/arts/jobs. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Enquiries may be directed to hiring.econ@mcgill.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — McGill University.** The Department of Electrical and Computer Engineering at McGill University invites applications for tenure-track positions at the rank of assistant professor. McGill University is amongthe top research intensive academic institutions in Canada, attracing over one-half billion dollars in competitive research fundng each year. It has been consistently ranked in the top 25 universities worldwide in a number of recent surveys. Successful candidates will play leading roles in maintaining McGill's International reputation of excellence in research and teaching. We are particularly interested in the areas of microelectronics (including its application to communication) and power engineering. Outstanding candidates in the area of software engineering will also be considered. The Department has strong research activities in bioelectrical engineering, communications, computational electromagnetics, electronic materials and devices, microelectronics and computer systems, nanotechnology, photonic devices and systems, power engineering, and systems and control. Candidates must have a PhD, preferably with a first degree in electrical, computer or software engineering, and a strong commitment to excellence in research and teaching. Evidence of outstanding research achievements, or research potential, is indispensable. Membership or eligibility for membership in a Canadian professional engineering association is required. Applications will be reviewed starting on December 15, 2012 and will continue until the position is filled. Interested candidates should submit applications which include their resume, a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to: Professor Fabrice Labeau, Chair (interim), Department of Electrical and Computer Engineering, 3480 University Street, Room 633, Montreal, Quebec, Canada, H3A 2A7; Fax: 514-398-4470; or by email to: chair.ece@mcgill.ca; Website: www.mcgill.ca/ece. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is subject to final budgetary approval of the University. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. Please reference the source of the ad when applying for or enquiring about, this job announcement.

■ **ENGLISH (POSTCOLONIAL LITERATURES) — University Laval.** The Département des littératures invites applications for an open-rank, tenure-track position in Postcolonial literatures. Responsibilities include teaching Postcolonial literatures at the undergraduate and graduate levels as well as undergraduate courses of pre-1800 British literatures (language of instruction: English); supervising master's theses and doctoral dissertations; pursuing research in Postcolonial literatures; contributing to the administration of programs related to the teaching of English literatures; and participating in departmental and university activities. Selection criteria: a PhD (or PhD near completion) written in English with specialization in Postcolonial literatures in English; research experience in Postcolonial literatures (relevant publications or research grants); university teaching experience; an ability to teach Postcolonial and pre-1800 British literatures; working knowledge of French and perfect command of oral and written English; an aptitude for teamwork; and an interest in teaching in a second language environment. Assets would include an interest in comparative literature and an ability to make links between the candidate's area of specialization and that of the Canada Research Chair in African Literatures and Francophonie (Francophone Postcolonial literatures). Starting date for the position: July 1, 2013. Please send a letter of application, a curriculum vitae, three recent letters of reference, and a published article by January 15, 2013 to: Madame Chantal Hébert, Directrice, Département des littératures, Pavillon Charles-De Koninck, Université Laval, Québec QC, G1V 0A6. No electronic applications will be accepted. All documents must be sent by the date indicated; all incomplete applications will be rejected. Valuing diversity, Université Laval encourages all qualified individuals to apply — particularly women, visible and ethnic minorities, aboriginal persons, and persons with disabilities — but priority will be given to Canadians and Canadian permanent residents.

■ **ENGLISH LANGUAGE & LITERATURE (CREATIVE WRITING) — Brock University.** The Department of English Language and Literature at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin July 1, 2013. The position is subject to final budgetary approval. The Department is seeking a writer-scholar for a position in Creative Writing. Primary expertise should be in fiction writing, the novel and/or short story, but the successful candidate should also be prepared to conduct research and teach courses in a complementary area of literary studies. The ideal candidate should have a substantial publication record in Creative Writing, demonstrable scholarly promise, a strong and innovative teaching record, and a PhD in hand or a defence date set. The successful candidate will also have the opportunity to contribute administratively to building Creative Writing program offerings in the English Department. The Department of English Language and Literature offers a Master of Arts program in the field of Text/Community/Discourse and an undergraduate program with 500 majors. Brock University, which has more than 18,000 students, is situated on the Niagara Escarpment within an easy drive to Buffalo and Toronto. The successful candidate will teach two courses per term plus supervisions and will contribute to a vibrant research/creation culture. The deadline for completed applications is November 15, 2012. Applicants should submit a letter of application accompanied by a curriculum vitae, and should arrange for the submission of three letters of reference. Applications (in hard copy only) should be sent to: Professor Neta Gordon, Chair, Department of English Language and Literature, Brock University, 500 Glenridge Ave, St. Catharines, Ontario, L2S 3A1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://brocku.ca/webfm_send/20927 and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca; information on the Department of English Language and Literature is at www.brocku.ca/english/.

■ **ENGLISH LANGUAGE & LITERATURE (LITERARY THEORY) — Brock University.** The Department of English Language and Literature at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin July 1, 2013. The position is subject to final budgetary approval. The Department is seeking a person with scholarly and teaching expertise in Literary Theory (e.g., in literature and critical race theory, gender studies, or cultural studies) AND/OR in Rhetoric (e.g. in rhetorical theory and criticism, genre or discourse analysis, or language theory). Applicants should have a strong teaching record, demonstrable scholarly promise, and a PhD in hand or a defence date set. The Department of English Language and Literature offers a Master of Arts program in the field of Text/Community/Discourse and an undergraduate program with 500 majors. Brock University, which has more than 18,000 students, is situated on

Advertising Closing Dates
Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Requests for copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

ISSUE NUMÉRO	CLOSING DATE DATE DE TOMBÉE
September 2012 septembre	August 08 août 2012
October 2012 octobre	September 12 septembre 2012
November 2012 novembre	October 10 octobre 2012
December 2012 décembre	November 07 novembre 2012
January 2013 janvier	December 05 décembre 2012
February 2013 février	January 09 janvier 2013
March 2013 mars	February 06 février 2013
April 2013 avril	March 13 mars 2013
May 2013 mai	April 10 avril 2013
June 2013 juin	May 08 mai 2013

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may very. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas ou le teneur de ces annoncos ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tél : (202) 737-5900, ou de visiter www.aaup.org.

CAREERS CARRIÈRES

the Niagara Escarpment within an easy drive to Buffalo and Toronto. The successful candidate will teach two courses per term plus supervisions and will contribute to a vibrant research cultuie. The deadline for completed applications is November 15, 2012. Applicants should submit a letter of application accompanied by a curriculum vitae, and should arrange foi the submission of three letters of reference. Applications (in hard copy only) should be sent to: Professor Neta Gordon, Chair, Department oi English Language and Literature, Brock University, 500 Glenridge Ave, St. Catharines, Ontario L2S 3A1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible ethnorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://brocku.ca/webfm_send/20927 and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca; information on the Department of English Language and Literature is at www.brocku.ca/english/.

F

■ **FAMILY MEDICINE — University of Alberta.** The University of Alberta, Faculty of Medicine & Dentistry, Department of Family Medicine, in collaboration with Covenant Health and Alberta Health Services are inviting applications for two contingent, tenure-track faculty academic family physician positions. Successful candidates will join academic family physicians who provide classioom and office-based teaching as well as clinical sessions that model interdisciplinary team practice. For more information visit www.careers.ualberta.ca/Competition/A108618748/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta, Covenant Health and Alberta Health Services hire on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

G

■ **GESTION — Université McGill.** La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, systèmes d'information, marketing, gestion de la production, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 90 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 décembre 2012. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler, la priorité étant toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à la diversité et à l'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des peuples autochtones, des minorités ethniques, des femmes, des personnes handicapées, des personnes de toutes orientations et identités sexuelles, des minorités visibles, et d'autres personnes qui pourraient contribuer à une plus grande diversité. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents.

H

■ **HISTORY (ASIAN HISTORY IN GENDER & SEXUALITIES) — University of Saskatchewan.** The Department of History in the College of Arts and Science at the University of Saskatchewan invites applications for a tenure-track position in Asian history with a specialization in gender and sexualities. The starting date for this position is July 1, 2013. Geographical specialization (within Asia) and temporal focus are open. Familiarity with feminist and/or queer theory is a strong asset. We seek a scholar who will strengthen and broaden our existing departmental expertise in histories of gender and sexuality. Additionally, we welcome linkages to the current areas of research strength in the department, including: Native-Newcomer relations; the history of science and medicine; environmental history; twentieth century politics, culture and public policy; and the North American Great Plains. The successful candidate for this position will also participate in the Women's and Gender Studies Program (WGSt) located in the Interdisciplinary Centre for Culture and Creativity. It is expected that the candidate would provide interesting new synergies for collaborative research with faculty in the WGSt program, which might include: research on sexualities and race, gender and development, gender and the environment, and sexualities and medicine. In addition, the University of Saskatchewan offers a variety of opportunities for interdisciplinary collaborations across the College and the University, including: collaboration with the fifty scholars actively engaged in gendered research across the disciplines; with faculty in the International Studies Program; and with faculty engaged in international study/research abroad initiatives. A completed PhD is required and the successful candidate will be expected to develop a vigorous, externally funded research program. Applicants should demonstrate excellence or promise of excellence in teaching and graduate supervision. A competitive package of start-up grants for research purposes will be available upon hiring. The Department of History at the University of Saskatchewan has 20 faculty, strong research programs in a variety of fields, a graduate program with approximately 80 students, half of whom are PhD candidates, and an energetic and innovative undergraduate program. The University of Saskatchewan is located in Saskatcon, a city with diverse and thriving economic base, a vibrant arts community, and a variety of leisura opportunities. The University has a reputation for excellence in teaching, research and scholarly activities and offers e full ranga of undergraduate, graduate and professional programs to a student population of nearly 21, 000. The College of Arts & Science offers a dynamic combination of programs in the humanities and fine arts, the social sciences, and the sciences and is home to over 8,000 undergraduate and graduate students and 325 faculty, including 14 Canada Research Chairs (two of which are located in the Department oi History). The College emphasizes student and faculty research, interdisciplinary programs, community outreach and internationai collaboration. Information about the Department, the College, the University and the city of Saskatoon can be found on the web at www.usask.ca and www.city.saskatoon.sk.ca. Applicants should send a cover letter, a curriculum vitae, a teaching dossier, and e sample of written or published work, and should arrange for 3 letters of reference to be sent directly to Dr. Jim Handy, Head, Department of History, College of Arts and Science, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5, Canada. Electronic applications are strongly encouraged (PDF files preferred). They may be sent by email to: Nadine.penner@usask.ca. The search committee will begin to review applications Decembei 5, 2012, continuing until an appointment is made. The University of Saskatchewan is strongly committed to a diverse and inclusive workplace that empowers all employees to reach thea full potential. All members of the university community shaie a responsibility for developing and maintaining an environment in which differences are valued and inclusiveness is practiced. The university welcomes applications from those who will contribute to the diversity of our community. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority."

M

■ **MANAGEMENT — McGill University.** Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, Information Systems, Marketing, Operations Management, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 90 full-time faculty and offers BCom., MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is December 31, 2012. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from Aboriginal persons, persons with disabilities, ethnic minorities, persons of minority sexual orientation or gender identity, visible minorities, women, and others who may contribute to diversification. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MECHATRONICS — University of Toronto.** Established in 1827, the University of Toronto (U of T) is Canada's largest university, recognized as a global leader in research and teaching. U of T's distinguished faculty, institutional record of groundbreaking scholarship and wealth of innovative academic opportunities continually attract outstanding students and academics from around the world. The Department of Mechanical and Industrial Engineering is home to the top Mechanical and Industrial Engineering program in Canada. We foster a world-class environment that excels in teaching, learning, and research for our undergraduate and graduate programs. The Department currently invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor with a specialization in Mechatronics. Fields of interest include, but are not limited to, medical and biomedical systems, biomechatronics, dynamic systems and controls. The successful candidate will show leadership and innovation in research and teaching. Applicants must have a doctoral degree in engineering (or a related discipline), an outstanding academic and research record (including refereed publications), and effective teaching ability. Applicants should also have an undergraduate degree in mechanical or electrical engineering (or a related discipline), and be eligible for registration as a Professional Engineer. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications. A competitive research start-up funding package will be provided. The start date is approximately July 1, 2013. Applicants should include in their responses: a detailed curriculum vitae (please indicate if you are a Canadian citizen or permanent resident); a clear statement of specific teaching and research interests; and the names of three persons able to provide references in support of their application. The closing date for all applications to be received is November 30, 2012. We strongly encourage you to submit your application online at www.jobs.utoronto.ca/faculty, Job# 1200841. If you are unable to apply online, please submit your application to: Professor J. W. Zu, Chair, Department of Mechanical & Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, ON, M5S 3G8; E-mail: chair@mie.utoronto.ca. For more information on the University of Toronto, and the Department of Mechanical & Industrial Engineering, please visit: http://www.utoronto.ca; http://www.mie.utoronto.ca.

Schulich MEDICINE & DENTISTRY

Western

TIER 2 CANADA RESEARCH CHAIR IN PRIMATE NEUROSCIENCE
Schulich School of Medicine & Dentistry / Faculty of Social Science

The Schulich School of Medicine & Dentistry and the Faculty of Social Science at Western University, one of Canada's leading research intensive universities, seek applicants for a Tier 2 Canada Research Chair in Primate Neuroscience. In accordance with the regulations set for Tier 2 Canada Research Chairs (www.chairs-chaires.gc.ca), the candidate will be an excellent emerging researcher who has demonstrated research creativity and innovation, and the potential to achieve international recognition in the field of Primate Neuroscience within the next five to ten years. The Candidate must propose an innovative research program of high quality which would attract excellent trainees, students and future researchers.

The Tier 2 CRC will be expected to establish an independent, externally funded, research program. The position will have excellent opportunity to collaborate with strong researchers at Western including The Brain and Mind Institute, Robarts Research Institute and Lawson Health Research Institute. Researchers with experience in novel approaches to primate neurobiology, complementing existing areas of research strength within the Schulich School of Medicine & Dentistry and the Faculty of Social Science, to further strengthen the signature area of Neuroscience Research at Western are desirable. Candidates with expertise in (1) electrophysiology in local and large scale neural circuits, (2) non-human primate fMRI, or (3) novel neural modulation techniques are encouraged to apply.

The successful applicant will hold a PhD or an M.D, or equivalent, and will be a tenure track appointment at the position of Assistant Professor or at an Associate Professor level if qualifications and experience warrant. The appointment will be made to the Department of Physiology and Pharmacology in the Schulich School of Medicine & Dentistry and the Department of Psychology in the Faculty of Social Science with the opportunity for a cross-appointment to an appropriate Clinical Department, and for consideration of an appointment as Scientist at the Robarts Research Institute and the Lawson Health Research Institute.

Western has a full time enrollment of about 32,000 in a range of academic and professional programs. Further information about the Schulich School of Medicine & Dentistry can be found at www.schulich.uwo.ca and/or at www.uwo.ca. Western's Recruitment & Retention Office is available to assist in the transition of successful applications and their families.

Please send a detailed curriculum vitae, a brief description of your current research program, accomplishments, and future plans, copies of representative publications, and the names of three referees to:

Dr. Denise Figlewicz
Vice Dean, Research and Innovation, Schulich School of Medicine & Dentistry
Room 1240A, Robarts Research Institute
Western University, London, Ontario CANADA N6A 5C1
selection.committee@schulich.uwo.ca

Applications will be accepted until the position is filled. Review of applicants will begin after **January 1, 2013.**

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

UNIVERSITY OF CALGARY

Canada Research Chair, Tier II, Visual Analytics

Department of Computer Science, Faculty of Science, University of Calgary

Applications are invited from emerging leaders in the area of **Visual Analytics** for a **Tier II Canada Research Chair** position at the University of Calgary. The chair will be housed in the Department of Computer Science, in the Faculty of Science. Details for this position appear at: http://www.cpsc.ucalgary.ca. The chair holder is expected to establish an extensive research agenda and to teach at the graduate and undergraduate levels. Successful candidates will be expected to actively recruit and supervise graduate students, building a dynamic research team that will include undergraduate and graduate students (M.Sc. and Ph.D.), and post-doctoral fellows. The Chair will develop collaborations with fellow professors and researchers, particularly those involved in the Imaging and Visualization strategic research direction, but also those at other institutions throughout Canada and abroad. Peer-reviewed external funding is expected to be sustained, and industrial partnerships are strongly encouraged. Applicants must possess a doctorate in Computer Science at the time of appointment, and have a stellar research record. Successful applicants will be enthusiastic about contributing to both teaching and research, and will be appointed at either the Assistant or Associate Professor level, depending on relevant experience. This appointment is conditional upon a successful CRC application.

The Department of Computer Science is one of Canada's leaders, as evidenced by our commitment to excellence in research and teaching. It has large undergraduate and graduate programs and extensive state-of-the-art computing facilities. Calgary is a multicultural city that is the fastest growing city in Canada. Calgary enjoys a moderate climate located beside the natural beauty of the Rocky Mountains. Further information about the Department is available at http://www.cpsc.ucalgary.ca/.

Interested applicants should send a CV, a concise description of their research area and program, a statement of teaching philosophy, and arrange to have at least three reference letters sent to:

Dr. Carey Williamson, Head, Department of Computer Science
University of Calgary, 250D University Drive NW
Calgary, Alberta, Canada T2N 1N4
Or email to: search@cpsc.ucalgary.ca

Completed applications received by January 15, 2013 will receive full consideration, though the review process will continue until the position is filled. Hiring decisions will be finalized in Spring 2013. The successful applicant will develop with the University of Calgary the Canada Research Chair application for the October 2013 deadline, with the goal of joining the University of Calgary on July 1, 2014.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates, and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career.

CAREERS CARRIÈRES

Academic Positions

Newly Formed Faculty of Law

Lakehead University, Faculty of Law will be opening its doors to its first cohort of 55 students in September 2013 and invites applications from outstanding individuals to join the founding team. Positions are available for a number of tenure stream faculty, at all levels and in all subject areas.

The Faculty of Law at Lakehead is committed to preparing students for the practice of law in smaller centres and in rural Canada, especially Northern Ontario. To that end, the Faculty intends to provide the highest standard of legal education where legal theory is connected to the practice of law. Classes will be small and we are looking to integrate legal skills into our core courses. There also will be special emphasis on Aboriginal law and natural resources law.

We seek candidates with a strong academic background or extensive legal experience. Candidates at higher levels should have a demonstrated record of scholarly research and for entry level applicants we are looking at the potential for scholarly work. Most importantly, we seek individuals who enjoy being in the classroom, who will engage and challenge students, and who have a passion for teaching.

Applicants should submit a curriculum vitae, copies of university transcripts, and a brief statement of their teaching and research interests to:

Professor Lee Stuesser, Dean, Faculty of Law
Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1
e-mail: lawfaculty@lakeheadu.ca

If you have questions about this position, please feel free to contact Lee Stuesser, Founding Dean of Law, at 807-346-7898, or lstuesse@lakeheadu.ca. The review of applications will begin immediately upon receipt and will continue until the positions are filled.

A completed Confirmation of Immigration/Citizenship Status should accompany your package. *This form is available on our website at* http://hr.lakeheadu.ca/pdf/immig.pdf

Lakehead University is a comprehensive university with campuses in Thunder Bay and Orillia. It offers post-secondary undergraduate and graduate programs as well as research expertise that meet specific regional needs. The University is known for its multidisciplinary teaching approach that emphasizes collaborative learning and independent critical thinking.

Lakehead University is an Equal Opportunity Employer.

Lakehead UNIVERSITY

lakeheadu.ca

LE CAMPUS DE MONCTON SOLLICITE DES CANDIDATURES AUX POSTES SUIVANTS :

PROFESSEURES OU PROFESSEURS

1 poste conjoint Université de Moncton – CFMNB dans le domaine de la santé
Poste menant à la permanence

Entrée en fonction : 1er janvier 2013
Fermeture du concours : 16 novembre 2012

1 poste en génie civil (géotechnique routière) – Poste menant à la permanence

Entrée en fonction : 1er juillet 2013
Fermeture du concours : 30 novembre 2012

1 poste en génie civil (gestion de la construction) – Poste menant à la permanence

Entrée en fonction : 1er juillet 2013
Fermeture du concours : Le 30 novembre 2012

Pour une description détaillée de ces postes et pour postuler, veuillez s'il vous plaît consulter la section « **Offres d'emploi** » de notre site Internet, au **www.umoncton.ca** (en haut et à l'extrême droite de la page d'accueil), sous l'onglet « **Corps professoral – Professeures et professeurs** ».

UNIVERSITÉ DE MONCTON
CAMPUS DE MONCTON

L'Université de Moncton souscrit à l'exigence d'équité en matière d'emploi et encourage les candidatures de toutes les personnes qualifiées, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration, ces concours s'adressent en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

MUSIC (THEORY) – Western University. The Department of Music Research and Composition, Don Wright Faculty of Music, Western University, invites applications for a Probationary (tenure-track) appointment in Music Theory at the rank of Assistant Professor, effective July 1, 2013. Applicants should have a completed PhD with specialization in music theory at the time of appointment. We seek an outstanding scholar who demonstrates promise of sustained research activity. Candidates must show a high level of skill in teaching and will be expected to teach a wide range of undergraduate courses (including large-enrolment courses) and graduate courses, as well as supervise students in the MA and PhD programs. Service is expected on Faculty and University committees. The Don Wright Faculty of Music, with approximately 600 undergraduate and 150 graduate students, is one of the largest music schools in Canada and supports programs in theory, history, composition, popular music studies, music education, and performance. The Department of Music Research and Composition enjoys a strong national and international reputation. For further information about the Don Wright Faculty of Music and the Department of Music Research and Composition, please visit our web site at: http://www.music.uwo.ca/. Candidates should send a letter of application that includes a statement of teaching and research interests, one writing sample, and a curriculum vitae (with complete contact information, including phone numbers and email addresses). Three confidential letters of reference should be sent under separate cover. All application materials should be sent to: Dr. John Cuciurean, Chair, Department of Music Research and Composition, Don Wright Faculty of Music, Western University, 1151 Richmond Street, London, ON, N6A 3K7, Canada. Review of applications will begin on November 15, 2012 and continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Western University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

MUSIC (VIOLA) – Western University. The Department of Music Performance Studies, Don Wright Faculty of Music, Western University, invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in Viola to begin July 1, 2013. Candidates should have an established professional career, experience as a studio teacher at the university level, and a grounding in current performance research. A doctoral degree or its equivalent is expected. While recruitment and studio instruction at the graduate and undergraduate levels are the primary responsibilities, the ability to offer courses and supervise research in the MMus and DMA programs is highly desirable. The successful candidate must be prepared to balance ongoing professional commitments with a strong profile in teaching, performance, performance research, and committee work at the Don Wright Faculty of Music. Letter of application, a comprehensive curriculum vitae, and a CD containing selections of at least two recent performances should be sent to the following address. Three letters of reference indicating first-hand knowledge of the candidate's teaching and research abilities should be forwarded under separate cover. Additional material including a fifteen minute clip of private teaching at an advanced level may be requested later. Dr. Sophia Louise Roland, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, Western University, 1151 Richmond Street, London, ON, N6A 3K7, Canada. Review of applications will begin December 7, 2012. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Western University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

P

PROFESSIONAL COMMUNICATION (VISUAL COMMUNICATION/SCIENTIFIC & TECHNICAL COMMUNICATION) – Ryerson University. The School of Professional Communication in the Faculty of Communication and Design at Ryerson University (http://procom.ryerson.ca) in Toronto invites applications for two tenure-stream appointments at the rank of Assistant Professor. The first area of specialization is Visual Communication. Applicants should also have demonstrated expertise in one or more of the following areas – Rhetoric, Linguistics, Communication Theory, Design Theory, Discourse Analysis, Semiotics, Critical Media Studies – as related to professional communication. The successful candidate will be expected to teach a variety of communication courses at both the graduate and undergraduate level (http://procom.ryerson.ca). The second area of specialization is Scientific and Technical Communication. Applicants should also have demonstrated expertise in one or more of the following areas – Rhetoric, Linguistics, Communication Theory, Discourse Analysis, Critical Media Studies – as related to professional communication. The successful candidate will be expected to teach a variety of communication courses at both the graduate and undergraduate level (http://procom.ryerson.ca) with a special emphasis on teaching engineering students. The positions will commence August 1, 2013 (subject to budgetary approval). Candidates will hold a PhD with a defense date set. The successful candidates should demonstrate evidence of high-quality teaching, a strong research profile and an emerging scholarly record, as well as the capacity for collegial service. Ryerson University is a vibrant and growing institution located in the heart of downtown Toronto. The School of Professional Communication, consisting of 11 tenured and tenure-track faculty members, prides itself both on the quality of its teaching and on the breadth and excellence of its research. The School is

---

DEAN Faculty of Theology

Huron University College seeks a Dean to provide academic, spiritual, and administrative leadership to its Faculty of Theology.

Celebrating its 150th anniversary in 2013, Huron University College is the founding college of Western University (1878), with which it is academically affiliated. Huron students and faculty benefit from the close proximity of a major research university and its resources while enjoying the human scale and community of an independent institution. Recognized by its students as being #1 in Canada for student experience (NSSE 2012), Huron has made a strategic decision to restrict enrolment to approximately 1,300 students in order to emphasize student engagement and the quality of the student experience. Huron added a Faculty of Arts and Social Science to its Faculty of Theology in the 1950s and has always placed a strong value on instilling critical thinking and problem-solving skills in our graduates.

While continuing as an Anglican seminary and retaining close ties with the Anglican Diocese of Huron, the Faculty of Theology actively works to promote the relevance of theology in the diverse Canadian context and welcomes students of other denominations and faith traditions. In 2011, it established the London and Windsor Community Chair in Islamic Studies as part of its Centre for the study of Abrahamic Religions and to complement its existing Huron-Lawson Chair in Pastoral Theology. The Faculty offers the M.Div. and MTS degrees, an M.A. (Theology) under the auspices of Western's School of Graduate and Postgraduate Studies, and a B.Th. offered jointly with Huron's Faculty of Arts and Social Science. Re-accredited in 2006 for a further ten years by the Association of Theological Schools, Huron's Faculty of Theology is an associate member of the Toronto School of Theology.

The Dean of Theology must have a doctorate in one of the subject areas of the theological curriculum, as well as a theological degree from an accredited college or seminary. S/he must also be a priest in good standing in the Anglican tradition. A record of teaching excellence and scholarly publication consistent with appointment to the rank of associate or full professor with tenure is a further expectation.

The successful candidate will have several years of experience within the postsecondary sector and superior leadership and management skills. S/he will also have familiarity with current issues in theological education and will have demonstrated the ability to foster positive relationships with clergy and laity of the Church.

The Dean of Theology reports directly to the Principal and is a member of the senior leadership team of Huron University College.

The starting date for the position is July 1, 2013. Review of applications and nominations will begin on **November 30, 2012** and will continue until the position is filled.

Please forward letters of application, a current *curriculum vitae*, and the names of three references (who will not be contacted without the permission of the candidate) to:

Dr. Stephen McClatchie, Principal
Huron University College
1349 Western Road
London, Ontario
N6G 1H3

Huron University College values its place in an interconnected world and desires to create a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.

HURON UNIVERSITY COLLEGE THEOLOGY

CAREERS CARRIÈRES

strongly committed to an interdisciplinary approach to professional communication that integrates theory, research, and practice. We offer a wide range of courses in our new Master's program (begun 2010), and a wide range of elective courses for students in other programs. We are launching a full undergraduate BA program in Professional Communication to start Fall, 2013. Confidential inquiries can be directed to Catherine Schryer, Department Chair, at cschryer@ryerson.ca. Applications should include a letter of application, a curriculum vitae, two recent writing samples, results of teaching surveys (or equivalent evidence such as a teaching dossier), and be supported by three letters of reference. Applications should be sent in care of: Ms. Cheryl Balm, Administrative Coordinator, School of Professional Communication, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. The deadline for submission of applications is December 1, 2012. Please note that applications by fax or e-mail will not be accepted. These positions fall under the jurisdiction of the Ryerson Faculty Association (www.rfa.ryerson.ca). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

R

■ **RELIABILITY ENGINEERING — University of Toronto.** Established in 1827, the University of Toronto is Canada's largest university, recognized as a global leader in research and teaching. U of T's distinguished faculty, institutional record of groundbreaking scholarship and wealth of innovative academic opportunities continually attract outstanding students and academics from around the world. The Department of Mechanical & Industrial Engineering at the University of Toronto is home to the top mechanical and industrial engineering programs in Canada. We foster a world-class environment that excels in teaching, learning and research for our undergraduate and graduate programs. The department currently invites applications for a tenure-stream appointment in the area of reliability and maintenance. The appointment will be at the rank of Assistant or Associate Professor, and will begin on July 1, 2013. The successful candidate should have a background in stochastic operations research with substantial exposure to statistics. Applicants must have a doctoral degree in engineering (or related discipline), an outstanding academic and research record including refereed publications, and effective teaching ability. The candidate should have an undergraduate degree in engineering and be eligible for registration as a Professional Engineer. The Department expects to nominate the successful candidate to hold an NSERC Associate Industrial Research Chair (IRC). Associate IRC candidates should be researchers in the early stages of their careers who have demonstrated exceptional promise relative to their peers in their field of research. An IRC is also required to have the ability to interact with industry and nurture partnerships. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications and experience. Applicants should include in their responses: a current CV (please indicate if you are a Canadian citizen or permanent resident); a clear statement of specific teaching and research interests; and the names of three persons able to provide references in support of their application. The closing date for all applications to be received is Nov. 30, 2012 CLOSING DATE. We strongly encourage you to submit your application online at www.jobs.utoronto.ca/faculty, Job# 1200838. If you are unable to apply online, please submit your application to: Jean W. Zu, Chair, Department of Mechanical & Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, ON, M5S 3G8. Or by e-mail to chair@mie.utoronto.ca. For more information on the University of Toronto, and the Department of Mechanical & Industrial Engineering, please visit our website: http://www.mie.utoronto.ca.

S

■ **SOCIOLOGY (DEPARTMENT HEAD) — University of British Columbia.** The Faculty of Arts invites applications for the position of Head of the Department of Sociology, with anticipated start date of July 1, 2013. We expect that the successful candidate will be appointed at the rank of full Professor; however, exceptional candidates at the senior Associate Professor level also will be considered. The successful candidate must have a PhD, a distinguished record of research preferably in any of the Department's broad areas of specialization, a strong commitment to advancing all areas of research, a demonstrated commitment to high quality teaching at the graduate and undergraduate levels, and possess a track record of successful graduate supervision. The Department is committed to international visibility, research excellence and societal impact. The successful candidate will be expected to demonstrate vision and creativity as a leader, administrator, and advocate for the Department. The Head is responsible for recruiting and evaluating faculty, developing scholarly initiatives, and overseeing the educational programs and the financial health of the unit. For information about the Department, visit www.soc.ubc.ca. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. The appointment as Head is typically for a five-year term with the possibility for re-appointment. Applications should include a letter of application, curriculum vitae, a brief description of research interests, a sample of research publications, evidence of teaching effectiveness and the names and contact information of four referees, whom we may contact for confidential letters of reference. Applications and inquiries may be addressed to Professor Geraldine Pratt, Office of the Dean, Faculty of Arts, 1866 Main Mall, Buchanan A240, Vancouver, BC Canada V6T 1Z1. Review of applications will begin on December 1, 2012 and will continue until the position is filled. UBC hires on the basis of merit and is committed to employment equity and diversity within its community. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

W

■ **WRITING STUDIES (DIGITAL & EMERGING MEDIA COMMUNICATION) — Western University.** The University of Western Ontario, The Program in Writing, Rhetoric, & Professional Communication (http://www.uwo.ca/writing/) invites applications for a tenure-track position at the rank of Assistant Professor in Digital and Emerging Media Communication, to begin July 1, 2013. PhD in Writing Studies or related discipline required. Significant research/publication record and demonstrated knowledge of HTML are essential. Preference will be given to candidates with research interests in one or more of the following areas: Computer-based Methodologies, On-line Teaching and Learning, Digital and Emerging Media, Social Media platforms, Digital Literacy or Literary Scholarship; emerging publishing technologies, Digital Humanities, and Rhetorical Theory. Send letter of application with curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Prof. Kathleen D. Fraser, Acting Director, The Program in Writing, Rhetoric, & Professional Communication, Lawson Hall 3270, The University of Western Ontario, London, Ontario, Canada, N6A 5B8; fax. (519) 850-2902. Applications must be received by 10 January 2013. Positions are subject to budgetary approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities

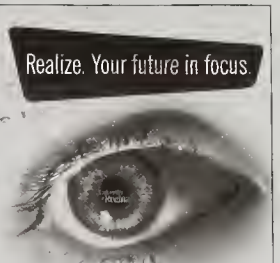
■ **WRITING STUDIES (PROFESSIONAL & TECHNICAL COMMUNICATION) — Western University.** The University of Western Ontario, The Program in Writing, Rhetoric, & Professional Communication (http://www.uwo.ca/writing/) invites applications for a tenure-track position at the rank of Assistant Professor in Professional and Technical Communication, to begin July 1, 2013. PhD in Writing Studies or related discipline required. Evidence of significant research/publication record and university administrative experience is essential. Preference will be given to candidates who also work in one or more of the following areas: Rhetorical Theory, Narrative Theory, History of English Grammar. Responsibilities will include teaching Technical Writing, Technical Editing, Portfolio development, Rhetorical Theory, and History and Theory of Professional Communication. Send letter of application with curriculum vitae, copies of transcripts, and three letters of reference to: Prof. Kathleen D. Fraser, Acting Director, The Program in Writing, Rhetoric, & Professional Communication, Lawson Hall 3270, The University of Western Ontario, London, Ontario, Canada, N6A 5B8; fax. (519) 850-2902. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities

ACCOMMODATIONS

■ **GOING ON SABBATICAL?** — SabbaticalHomes.com Home Rentals and Swaps by and for Academics Worldwide. Do you have a home to rent, share or swap? Are you looking for housing while on sabbatical or research leave? We are the academic community's resource for minds on the move since 2000. Post your request at http://SabbaticalHomes.com.

Kick Start Your Job Hunt Academic Work.ca

Realize. Your future in focus.



The University of Regina should be the focus of your career. We are proud of our growing reputation for excellence in teaching and research, but there is much more that deserves a closer look.

See your future as part of the people who call the University of Regina their workplace of choice by viewing the following opportunities:

FACULTY OF KINESIOLOGY AND HEALTH STUDIES

Assistant Professor in Exercise Science

Instructor in Kinesiology and Health Studies

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University of Regina

Bookmark your future at www.uregina.ca/hr/careers

BE A TRAILBLAZER.

The Faculty of Arts is the largest and most intellectually diverse academic unit at the University of Manitoba. It is home to 18 departments and 10 centres and institutes encompassing a full range of undergraduate and graduate programs in the humanities and social sciences. Some 450 people are employed in our faculty, including over 240 Full Time Equivalent (FTE) teaching staff. The Faculty of Arts has the largest number of student enrolments of all UM faculties.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, persons with disabilities, people of all sexual orientation and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

The University of Manitoba is Western Canada's first university, founded in 1877. A medical-doctoral university, it is located in Winnipeg, one of Canada's great historic cities with affordable housing, great outdoor recreation and a uniquely vibrant cultural and artistic life. Over 29,000 students are taking advantage of over 100 programs.

More details at **http://www.winnipeg.ca/interhom/**

Assistant Professor

The Faculty of Arts invites applications for faculty positions at the rank of Assistant Professor in the following areas:

Department of Anthropology
Socio-Cultural; Race and Ethnicity

Department of English, Film, and Theatre
Literature from 1640 to 1750

Department of French, Spanish and Italian
Modern French and Francophone Literature

Department of Linguistics
Cree/Ojibway Linguistics

Department of Political Studies
Political Theory

Department of Psychology
Clinical Psychology
Social/Personality
Applied Behaviour Analysis

Instructor

The Faculty of Arts invites applications at the Instructor rank in the following areas:

Department of Classics
Introductory Classics/Greek/Latin

Department of Psychology
Clinical and School Psychology

Deadline for initial review of applications is November 30, 2012.

For more information on these and other opportunities, please visit: umanitoba.ca/employment

UNIVERSITY OF MANITOBA

MOUNT SAINT VINCENT UNIVERSITY

Tier II Canada Research Chair in Social Innovation and Community Engagement Mount Saint Vincent University

Inspired by a strong tradition of social responsibility and an enduring commitment to the advancement of women, Mount Saint Vincent University promotes academic excellence and the pursuit of knowledge through scholarship and teaching of the highest quality. Recognized as a leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University is located on Canada's East Coast in Halifax, Nova Scotia. Please visit www.msvu.ca.

Mount Saint Vincent University invites applications or nominations for a Tier II Canada Research Chair in Social Innovation and Community Engagement. Further information on the CRC Program is available at http://www.chairs.gc.ca.

The successful candidate will provide leadership in one or more areas of social innovation, social change, citizen and community engagement, and social policy within a context of facilitating policy change. Applicants should have a commitment to interdisciplinary research and a passion for facilitating linkages and capacity building within and external to the university community. Interests in participatory leadership, community-engaged scholarship, and knowledge mobilization will be considered assets.

The successful candidate will have evidence of and potential for a dynamic and imaginative research program, a strong record of publication and funding success, as well as evidence of and a commitment to teaching excellence, in an area of relevance to social innovation and community engagement. Teaching expectations include undergraduate and graduate education and mentoring of students. This appointment will be at the rank of Assistant or Associate Professor, depending on qualifications. Workload, salary, and benefits are in accordance with the CRC appointment and the faculty Collective Agreement. This position is subject to approval by the CRC Secretariat and final University budgetary approval.

Applicants should submit a curriculum vitae, a brief outline of a research plan, a statement (not to exceed 500 words) relating the applicant's background, experience, and research accomplishments to this position, and the names and contact information of three references. The Selection Committee will begin considering applications on January 7, 2013. Send applications by mail or email to:

Dr. Elizabeth Church, Vice-President (Academic)
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
vpacademic@msvu.ca

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

6 December décembre

TAKE ACTION
PASSEZ À L'ACTION

1 Donate to the Coalition for Gun Control, the organization created following the murder of 14 women at l'École Polytechnique in 1989.
GunCantral.ca | Cantraledesarmes.ca
Faites un don à la Coalition pour le contrôle des armes, l'organisme créé après l'assassinat de 14 femmes à l'École Polytechnique en 1989.

2 Support the National Action Plan to End Violence Against Women and Girls called for by the Ontario Association of Interval and Transition Houses, in partnership with the Canadian Federation of University Women.
OAITH.ca
Appuyez le plan d'action national pour mettre un terme à la violence à l'égard des femmes et des filles réclamé par l'Ontario Association of Interval and Transition Houses, en partenariat avec la Fédération canadienne des femmes diplômées des universités.

3 Join the Educate Ambrose campaign to encourage the federal minister responsible for the status of women in Canada to be an advocate for all women's reproductive choices.
FQPN.qc.ca
Prenez part à la campagne d'éducation de Rona Ambrose, qui vise à encourager la ministre fédérale de la Condition féminine du Canada à se porter à la défense de tous les choix des femmes en matière de reproduction.

4 Join the Child Care Advocacy Association of Canada to support the call for a publicly funded, inclusive, quality, non-profit childcare system in Canada.
CCAAC.ca | ACPSGE.ca
Joignez-vous à l'Association canadienne pour la promotion des services de garde à l'enfance et appuyez sa démarche en vue de la mise en œuvre d'un système de garde financé par des fonds publics, inclusif, de qualité et à but non lucratif.

5 Sign and circulate the Native Women's Association of Canada's petition calling on the federal government to initiate a commission on missing and murdered Aboriginal women.
NWAC.ca/programs/2012-joint-statement
Signez et faites circuler la pétition lancée par l'Association des femmes autochtones du Canada pour demander au gouvernement fédéral d'instituer une commission d'enquête sur les femmes autochtones disparues ou assassinées.

6 Become a member of CRIAW, the Canadian Research Institute for the Advancement of Women, an organization dedicated to intersectional research practices that recognize the complex and diverse experiences of women.
CRIAW-ICREF.ca
Adhérez à l'Institut canadien de recherches sur les femmes, un organisme voué à la recherche intersectionnelle tenant compte de la complexité et de la diversité des expériences des femmes.

CAUT STATEMENT

As the National Day of Remembrance and Action on Violence Against Women on December 6 approaches, we call on our member associations and their members to reflect on the ways in which the murder of 14 women at l'École Polytechnique in 1989 have impacted the academic profession and our post-secondary institutions, while acknowledging that violence continues to shape the lives of many Canadian women and girls.

Barriers continue to limit women's access and participation in post-secondary institutions as both students and academic staff. Even though female students now constitute more than 57% of enrolment at universities in Canada, they are disproportionately represented in particular disciplines. High tuition fees and student debt can have a detrimental impact on women who tend to be paid less than men after graduation and often do not participate in the workforce on a full-time or continuous basis because of domestic, family or child-rearing responsibilities. Sexual assault, harassment and other issues of personal safety are also all too common on our campuses.

For female academic staff, the cumulative effect of salary and pension inequities significantly reduces their income and benefits by the time of retirement. Increased casualization, a reduced tenured complement and the fragmentation of the profession by such trends as teaching-only positions, often are portrayed as accommodating to women who often juggle professional and family responsibilities, yet fail to provide economic or employment security. Discrimination, including sexism, racism, ableism, homophobia and heterosexism prevents many from participating fully in the academy.

Violence has a negative impact on our lives, whether on campus or in our communities. As reported by the Ontario Association of Interval and Transition Houses, a provincial association of first and second stage shelters and housing for abused women and their children: "Every six days in Canada, a woman is murdered by her spouse. We know that Aboriginal women experience violence at twice the rate of non-Aboriginal women and are almost seven times more vulnerable to homicide. On any given day, over 8200 women and their children are living in emergency shelters and transition houses to escape violence in Canada."

For December 6, CAUT calls on its member academic staff associations to issue a statement for the National Day of Remembrance and Action on Violence Against Women and to participate in and support campus and community events that seek to end violence.

DÉCLARATION DE L'ACPPU

À l'approche du 6 décembre, journée nationale de commémoration et d'action contre la violence faite aux femmes, nous invitons nos associations membres et leurs adhérents à réfléchir aux conséquences de l'assassinat de 14 femmes à l'École Polytechnique en 1989 sur le milieu académique et sur nos établissements d'enseignement postsecondaire, dans un monde où la violence demeure au cœur du quotidien de nombreuses femmes et filles canadiennes.

Encore aujourd'hui, l'accès et la participation des femmes – tant au sein de la population étudiante que du personnel académique – aux établissements postsecondaires peuvent prendre l'allure d'une course à obstacles. Alors qu'elles forment maintenant plus de 57 % de l'effectif étudiant des universités canadiennes, les femmes sont sous-représentées dans des disciplines particulières. Les droits de scolarité élevés et les dettes d'études peuvent avoir des effets préjudiciables sur elles, car, diplôme en poche, elles gagnent généralement moins que les hommes, et, face à l'obligation d'assumer les responsabilités domestiques et familiales en plus des responsabilités professionnelles, elles doivent souvent tourner le dos à un travail à temps plein ou continu. Par ailleurs, les agressions sexuelles, les actes de harcèlement et autres atteintes à la sécurité personnelle sont tous trop souvent signalés sur nos campus.

En ce qui concerne le personnel académique féminin, les inégalités de revenus avant et après la retraite s'additionnent pour réduire considérablement les rentrées de fonds et les avantages des retraitées. Des mouvements comme la croissance de la précarisation, la régression de la titularisation et la fragmentation de la profession dans la foulée de tendances telle la création de postes comportant uniquement des activités d'enseignement sont souvent dépeints sous un jour favorable, comme des mesures d'aide aux femmes appelées à concilier responsabilités professionnelles et obligations familiales, passant sous silence le fait qu'ils n'offrent aucune sécurité financière ou sécurité d'emploi. Enfin, la discrimination, qu'elle soit fondée sur le sexisme, le racisme, la capacité physique, l'homophobie et l'hétérosexisme, est, pour bien des femmes, un frein supplémentaire à une participation pleine et entière à la vie académique.

La violence marque profondément nos vies, sur les campus ou dans nos communautés. Dans un rapport de l'Ontario Association of Interval and Transition Houses, une association provinciale de refuges et de maisons d'hébergement de première et de deuxième étape qui accueillent les femmes violentées et leurs enfants, on peut lire ce qui suit : « Une femme meurt aux mains de son conjoint tous les six jours au Canada. Nous savons que les femmes autochtones sont deux fois plus victimes de violence, et près de sept fois plus susceptibles d'être tuées, que les autres femmes. Chaque jour, au-delà de 8 200 femmes et enfants sont hébergés par des refuges et des maisons de transition d'urgence pour échapper à la violence au Canada ».

D'ici le 6 décembre, l'ACPPU appelle ses associations de personnel académique membres à publier une déclaration sur la Journée nationale de commémoration et d'action contre la violence faite aux femmes, et à souscrire autant qu'à participer aux activités prônant la fin de la violence qui se tiendront sur les campus et dans les communautés.